SIAST
SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

1996 Female Graduate Employment Statistics Report

Prepared by:

SIAST Research and Development

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December 1997
#97-14

1996

FEMALE GRADUATE

EMPLOYMENT STATISTICS REPORT

SIAST

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APPLIED SCIENCE AND TECHNOLOGY

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TABLE OF CONTENTS

EXECUTIVE SUMMARY 1

INTRODUCTION 3

ENROLMENT - GRADUATES 4

RESPONSE - PARTICIPATION 6

PROGRAM INFORMATION 9

EMPLOYMENT INFORMATION 13

NOT EMPLOYED 23

EDUCATION 27

DEMOGRAPHICS 29

FEMALES IN NON-TRADITIONAL PROGRAMS 32

CONCLUSION 35

APPENDIX A - REFERENCES 37

APPENDIX B - SURVEY QUESTIONNAIRE 38

APPENDIX C - PRIMARY JOB TITLE 40

APPENDIX D - EMPLOYER NAME 44

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EXECUTIVE SUMMARY

The major findings of the 1996 Female Graduate Employment Survey are as follows:

- Of 1,634 Female graduates, 872 answered to the survey for a **Female participation rate of 73%**.
- Almost **93%** of Female respondents indicated the **program had met their expectations**.
- Of the Female graduates responding, **72% rated the quality of training as either Very Good or Excellent**.
- **Eighty-one percent of Female graduates** responding indicated they were **working** (Employment Rate) at the time of the survey. (85% for Male graduates responding)
- Of the Female labor force (employed and unemployed), **91%** were employed (**Labor Force Employment Rate**). (91% of the Male labor force)
- The **Unemployment Rate** (unemployed/labor force) for Female graduates was **9%**. (9% for Male graduates)
- Of the working Female graduates, **67% indicated full time employment**. (92% of the Male graduates)
- **Saskatoon and Regina** were the **locations of employment for 54%** of employed Female graduates.
- **Mean monthly salary** for Female graduates **in a full time training related job was $1,709**. ($1,783 for Male graduates)
- **Six percent** of Female graduates responding indicated **self employment**. (12% for Male graduates responding)
- **Eighty percent** of employed Female respondents were **in a training related occupation**. (77% for Male respondents)
- Of the non-working respondents, **58% of Females** indicated they **had worked at some time** since graduation. (68% of Males)
- Of those respondents not in the labor force, **56%** of Females indicated they were **enrolled in another education/training program**. (72% of Males)
- **Average age** of Female respondents was **26.1 years**. (25.5 for Male respondents)
- **Ten percent** of Female respondents indicated they were of **Aboriginal ancestry**. (7% of Male respondents)
- **Four percent** of Female respondents indicated they were **members of a visible minority**. (5% of Male respondents)
- **Two percent** of Female respondents indicated they were **disabled**. (3% of Male respondents)
- Of 569 graduates **from Non-Traditional programs**, 88 were **Female (13%)**.
- Sixty-six of the 88 Female respondents **in Non-Traditional programs** were employed (**75% employment rate**). **Labor Force employment** rate for Females was **89%**. The **Unemployment rate** was **11%.**
- **Mean monthly salary** for a Female graduate **in a full time, training related, Non-Traditional job was $1,552**. (for the Male graduate $1,768)

INTRODUCTION

OBJECTIVE

The objective of this report is to provide information on Female graduates who have completed a certificate or diploma program at the Saskatchewan Institute of Applied Science and Technology. Comparison with Male graduates as is a special section on Females in Non-Traditional programs is also included.

SCOPE

The 1996 Graduate Employment Survey, on which the Female Graduate Employment Statistics Report is based, collected data on 1995-96 graduates from all Saskatchewan Institute of Applied Science and Technology (SIAST) campuses: Kelsey in Saskatoon, Palliser in Moose Jaw, Wascana in Regina, and Woodland in Prince Albert and Meadow Lake.

The programs surveyed for the 1996 Graduate Employment Survey included certificate and diploma programs offered on-campus and off-campus. Programs not included in the survey were Apprenticeship, Saskatchewan Skills Development, upgrading, employer based or other special programs. Also, new programs that had not yet produced graduates were not included. Most graduates completed their programs in the spring and were surveyed six months later in November. For this report only data from the on-campus programs were used. This was done to allow consistent comparison with previous years.

PROCEDURE

Registrars at the four SIAST campuses supplied the lists of graduates with telephone numbers and mailing addresses. SIAST Research and Development contacted program heads for confirmation and update of the contact information. Calibre Consultants Inc. of Saskatoon and Tanka Research of Regina were contracted to contact each graduate and utilizing CATI technology (Computer Assisted Telephone Interview) ask them to answer questions. Once the survey was performed, the database was forwarded to SIAST Research and Development where an additional follow-up by mail was conducted to maximize the response rate. The data was then cleaned and sorted into Female and Male responses. From this the results were tabulated and analysed to obtain the information for this report.

RESPONSE

The Graduate Employment Survey did not use random sample methodology. All graduates, as defined above, were surveyed and a percentage of this population responded. Effort was made to ensure at least a 50% response rate of graduates from each program. The results presented here are based on these respondents. It should be noted that the results relate to the respondents' situation at the time of the survey only - approximately six months after graduation.

REPORT FORMAT

The report is written following the format of the survey questionnaire. Each question is listed with the results following. Wherever relevant, historical data from the previous four years is provided to illustrate trends or patterns. Also provided for comparative purposes are the results from the Male graduates as well as the Female graduates from last year. Appendix A contains a list of references and Appendix B is a copy of the survey questionnaire.

ENROLMENT - GRADUATES

Female student participation at SIAST is monitored by the SIAST Education Equity Program. Students are requested to identify their gender when they register for their program of study.

ENROLMENT

For the 1995-96 Academic year, 49% of students enrolled at SIAST for on-campus certificate and diploma programs were Female. Wascana Campus had the highest concentration of Female students with 63%. Palliser Campus had the lowest with only 35%. Compared to 1995, Female enrolment increased slightly at Palliser and Woodland and decreased slightly at Kelsey and Wascana thereby remaining approximately the same SIAST wide.

Table 1: Female Enrolment

	1996 Total Enrolment #	1996 Female Enrolment #	1996 Female Enrolment %	1995 Female Enrolment %
Kelsey Campus	1339	617	46.1	47.4
Palliser Campus	1727	605	35.0	34.0
Wascana Campus	1628	1022	62.8	65.1
Woodland Campus	953	502	58.7	46.7
Total	5647	2746	48.6	48.2

GRADUATES

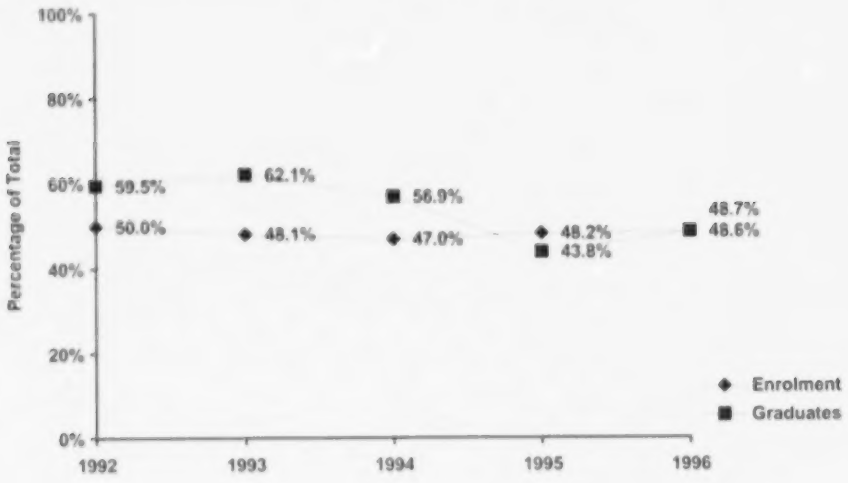
The distribution of Female graduates follows a similar pattern. Forty-nine percent of all graduates indicated they were Female. Wascana Campus had the highest concentration with 64% of graduates Female. Woodland Campus had the largest increase from 29% to 46%. Palliser also had an increase to 36%. Kelsey had a slight decrease from last year. The increase at Woodland Campus contributed to a SIAST wide increase from 44% to 49%.

Table 2: Female Graduates

	1996 Total Graduate #	1996 Female Graduate #	1996 Female Graduate %	1995 Female Graduate %
Kelsey Campus	685	388	43.4	47.0
Palliser Campus	622	396	36.3	28.2
Wascana Campus	780	279	64.2	61.1
Woodland Campus	365	196	46.3	29.3
Total	2452	1259	48.7	43.7

As Figure 1 illustrates, the proportion of Female students enrolled has been around 48 to 50 percent over the last 5 years. The proportion of graduates that are Female has varied from a high of 62% in 1993 to a low of 44% last year.

Figure 1: Female Enrolment and Graduates 1992-1996



RESPONSE - PARTICIPATION

RESPONSE

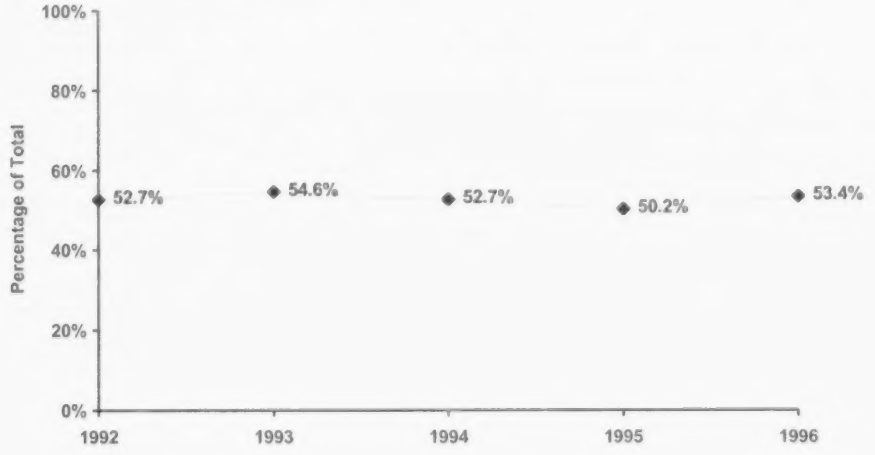
The 1996 Graduate Employment Survey was distributed to graduates from both on-campus and off-campus programs. There were a possible 2,531 on-campus graduates. 1,634 responded for a total on-campus response rate of 65%. Of the 1,634 respondents, 872 indicated they were Female resulting in a 53% Female response rate. Wascana campus continues to have the highest proportion of Female respondents with 69% of all Wascana respondents Female. Table 3 shows that proportion of Females responding at each campus increased except for a slight decrease at Wascana.

Table 3: Female Response

	1996 Total Response #	1996 Female Response #	1996 Female Response %	1995 Female Response %
Kelsey Campus	435	208	47.8	42.9
Palliser Campus	420	165	39.3	32.9
Wascana Campus	543	377	69.4	70.1
Woodland Campus	236	122	51.7	42.9
Total	1634	872	53.4	50.5

Historically, the Female response rate has been between 50 and 55%. Figure 2 illustrates this trend.

Figure 2: Female Response Rates 1992-1996



The following pie chart illustrates the breakdown of the 872 responding Female graduates in terms of which campus they graduated from. Almost two-thirds of the Females responding to the survey came from Wascana and Kelsey.

Figure 3: Female Graduates Responding by Campus (n=872)

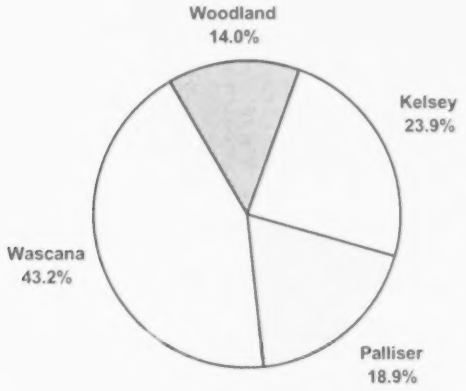
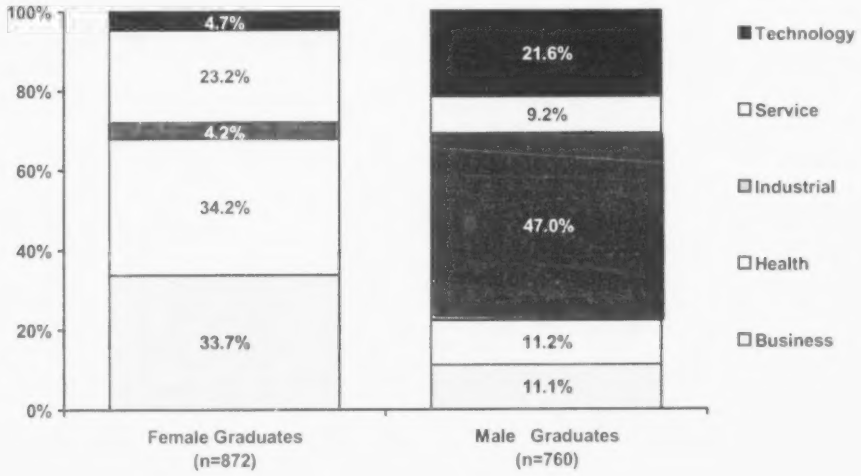


Figure 4 illustrates the distribution of Female and Male respondents by Division. The percentage of Female graduates responding from Health and Business Divisions was 68%. For Male graduates this percentage was only 22%. Over 68% of Male graduates were in the Industrial and Technology divisions. For Female graduates this percentage was only 9%.

Figure 4: Graduates Responding by Division



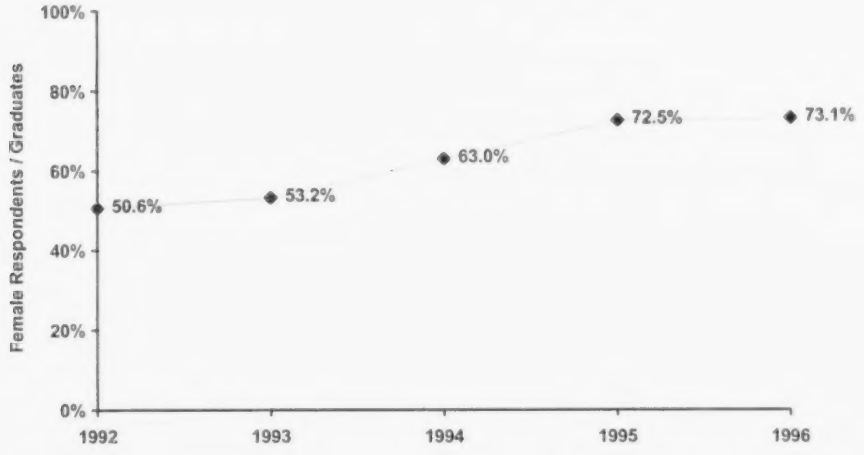
PARTICIPATION

In 1996, there were 1,193 Female graduates from SIAST on-campus programs. With 872 of these graduates responding to the survey, the percentage of Female participation is 73%. Table 4 and Figure 5 illustrate the increase in Female participation over time.

Table 4: Female Participation 1992 - 1996

	1992	1993	1994	1995	1996
Number of Female Graduates	1469	1353	1336	1078	1193
Number of Female Respondents	743	720	843	782	872
Female Participation Rate (%)	50.6	53.2	63.0	72.5	73.1

Figure 5: Female Participation Rates 1992 - 1996



PROGRAM INFORMATION

QUESTION 1 What is the name of the program you graduated from?

QUESTION 2 What SIAST Campus did you attend?

PROGRAM OF STUDY

Graduates were asked to indicate the name of the program and the campus they attended. Table 5 lists the number of Female and Male respondents in each program categorized by campus and division. The program with the highest number of Female respondents was the Office Education program offered at Wascana Campus (105). For Male respondents it was the EMT program at Wascana Campus (49).

Table 5: Graduates Responding by Program

			Male		Female	
Campus	Division	Program	#	%	#	%
Kelsey	Health	Certified Combined Tech.			10	100.0%
		Diploma Nursing	5	12.2%	36	87.8%
		Medical Laboratory Technol.	4	22.2%	14	77.8%
		Medical Radiation Technol.	1	7.1%	13	92.9%
	Industrial	Auto Body Tech.	5	100.0%		
		Agricultural Machinery Tech.	13	100.0%		
		Automotive Service Tech.	9	81.8%	2	18.2%
		Automotive Service Technol.	7	100.0%		
		Heavy Equipment Mechanics	28	96.6%	1	3.4%
		Industrial Mechanics	6	85.7%	1	14.3%
		Machine Shop	14	87.5%	2	12.5%
		Power Engineering	17	89.5%	2	10.5%
		Parts Management Tech.	13	68.4%	6	31.6%
		Refrigeration and Air Conditioning	6	85.7%	1	14.3%
		Welding	19	100.0%		
	Service	Early Childhood Development Cert.			10	100.0%
		Early Childhood Development Dipl.	1	12.5%	7	87.5%
		Food Services Administration			4	100.0%
		Home Care/Special Care Aide			9	100.0%
		Hotel and Restaurant Administration	5	45.5%	6	54.5%
		Library Tech.	2	12.5%	14	87.5%
		Library Tech. Bridging	1	25.0%	3	75.0%
		Professional Cooking	2	33.3%	4	66.7%
		Recreation and Leisure Dipl.	3	33.3%	6	66.7%
		Retail Meat Cutting	10	90.9%	1	9.1%
		Rehabilitation Worker Cert.	1	7.1%	13	92.9%
		Rehabilitation Worker Dipl.	1	10.0%	9	90.0%
		Youth Care Worker Cert.			8	100.0%
		Youth Care Worker Dipl.	1	14.3%	6	85.7%
	Technology	Animal Health Technol.			6	100.0%
		Biological Sciences Technol.	4	44.4%	5	55.6%
		Chemical Technol.	3	42.9%	4	57.1%
		CAD/CAM Engineering Technol.	12	85.7%	2	14.3%
		Computer Systems Technol.	5	62.5%	3	37.5%
		Industrial Electronics Tech.	14	100.0%		
		Industrial Electronics Technol.	8	100.0%		
		Mechanical Engineering Technol.	6	100.0%		
	Kelsey Total		226	52.1%	208	47.9%
Palliser	Business	Accountancy	20	37.0%	34	63.0%
		Administration	11	25.0%	33	75.0%
		Computer Information Systems	28	73.7%	10	26.3%
		Marketing	15	36.6%	26	63.4%
		Office Automation/Administration			12	100.0%
		Office Education			22	100.0%
		Public Administration	1	25.0%	3	75.0%

Campus	Division	Program	Male #	Male %	Female #	Female %
	Industrial	Auto Body Tech.	10	100.0%		
		Automotive Service Tech.	17	100.0%		
		Automotive Service Technol.	3	75.0%	1	25.0%
		Advanced Video Systems	11	100.0%		
		Carpentry	3	60.0%	2	40.0%
		Electrician	11	91.7%	1	8.3%
		Electronics Service Tech.	12	85.7%	2	14.3%
		Welding	10	100.0%		
	Service	Professional Cooking	7	58.3%	5	41.7%
	Technology	Architectural Engineering Technol.	9	69.2%	4	30.8%
		Civil Engineering Technol.	8	80.0%	2	20.0%
		CADesign and Drafting Technol.	12	80.0%	3	20.0%
		Computer Engineering Technol.	12	100.0%		
		Electrical Engineering Technol.	14	93.3%	1	6.7%
		Electronics Engineering Technol.	9	100.0%		
		Inst. Engineering Technol.	15	93.8%	1	6.3%
		Surveying Engineering Technol.	3	75.0%	1	25.0%
		Water Res. Engineering Technol.	13	86.7%	2	13.3%
	Palliser Total		254	60.6%	165	39.4%
Wascana	Business	Office Education	1	0.9%	105	99.1%
	Health	Advanced Clinical Nursing			9	100.0%
		Dental Assisting			44	100.0%
		Dental Hygiene	1	5.6%	17	94.4%
		Diploma Nursing	6	12.0%	44	88.0%
		Emergency Medical Tech.	49	67.1%	24	32.9%
		EMT - Paramedic	8	88.9%	1	11.1%
		Gerontological Nursing	1	12.5%	7	87.5%
		Health Record Technol. - Year 1			4	100.0%
		Health Record Technol. - Year 2			6	100.0%
		Home-Based Nursing - LPN			3	100.0%
		Home-Based Nursing - RN and RPN			10	100.0%
		OTA/PTA	2	25.0%	6	75.0%
		Op. Room Nursing & Tech. - RN	1	14.3%	6	85.7%
		Practical Nursing	1	7.7%	12	92.3%
		Psychiatric Nursing	5	13.5%	32	86.5%
	Industrial	Agriculture Production	8	100.0%		
		Beef Management	3	60.0%	2	40.0%
		Farm Business Management	4	80.0%	1	20.0%
		Farm Mechanics	1	100.0%		
		Pork Production Tech.	1	100.0%		
		Auto Body Tech.	7	87.5%	1	12.5%
		Automotive Service Tech.	6	100.0%		
		Building Systems Operator	3	100.0%		
		Building Systems Tech.	8	88.9%	1	11.1%
		Electronic Communications Tech.	12	92.3%	1	7.7%
		Machine Shop Practice	6	85.7%	1	14.3%
		Major Appliance Servicing	3	100.0%		
		Outdoor Power Equipment Tech.	5	100.0%		
		Welding	13	81.3%	3	18.8%
	Service	Early Childhood Development Cert.			11	100.0%
		Early Childhood Development Dipl.			12	100.0%
		Applied Photography	3	50.0%	3	50.0%
		Graphic Arts Production	3	33.3%	6	66.7%
	Technology	Drafting Tech.	5	50.0%	5	50.0%
	Wascana Total		166	30.6%	377	69.4%
Woodland	Business	Business Administration: Accountant	1	11.1%	8	88.9%
		Business Administration: Cert.			6	100.0%
		Business Administration: Manager	7	53.8%	6	46.2%
		Business Computer Programmer			1	100.0%
		Accounting Clerk			4	100.0%
		Computer Clerk	1	6.7%	14	93.3%
		Clerk Typist			8	100.0%
		Legal Stenographer			2	100.0%
	Industrial	Audiovisual Tech. I	7	77.8%	2	22.2%
		Audiovisual Tech. II	1	100.0%		
		Micro-Electronics Tech.	7	100.0%		
		Carpenter	8	100.0%		

Campus	Division	Program	Male #	Male %	Female #	Female %
		Electrician	11	78.6%	3	21.4%
		Electronics Service Tech.	6	85.7%	1	14.3%
		Outdoor Power Equipment Tech.	5	100.0%		
		Truck & Transport Mech. Repair	7	100.0%		
		Welding	11	100.0%		
	Service	Chemical Dependency Worker Cert.	4	50.0%	4	50.0%
		Chemical Dependency Worker Dipl.	5	50.0%	5	50.0%
		Ceramist			2	100.0%
		Cosmetologist			20	100.0%
		Corrections Worker	13	54.2%	11	45.8%
		Early Childhood Development Cert.			8	100.0%
		Early Childhood Development Dipl.			3	100.0%
		Professional Cook	7	46.7%	8	53.3%
		Short Order Cook	1	50.0%	1	50.0%
		Weaver			3	100.0%
	Technology	Integrated Resource Management	12	85.7%	2	14.3%
Woodland Total			114	48.3%	122	51.7%
SIAST Total			760	46.6%	872	53.4%

QUESTION 3 Which of the following best describes your reason for completing this program?

REASON COMPLETED PROGRAM

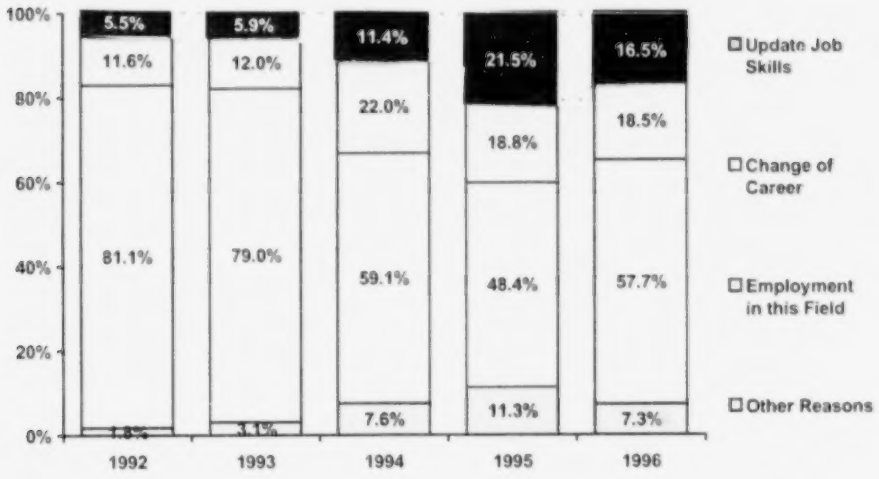
Graduates were asked for the primary reason for completing their program of study. As Table 6 indicates, 58% of Female graduates stated *Employment in this Field* as the reason; 19% said *Change of Career*; 17% said *Update of Job Skills* and 7% had *Other Reasons*. The distribution for Male graduates had 56% choose *Employment in this Field* and 22% choose *Change of Career*. Compared to last year, Female graduates this year were more focused in choosing their program as a higher percentage chose *Employment in this Field*.

Table 6: Reasons for Completing Program

	1996 Male Graduates #	1996 Male Graduates %	1996 Female Graduates #	1996 Female Graduates %	1995 Female Graduates %
Update of Job Skills	114	15.1	143	16.5	21.5
Change of Career	170	22.5	161	18.5	18.8
Employment in this Field	426	56.4	501	57.7	48.4
Other Reasons	45	6.0	63	7.3	11.3
Total	755	100.0	868	100.0	100.0

As depicted in Figure 6, over the last 5 years the most common reason for Female graduates completing their program has been *Employment in this Field*. Also important is a *Change of Career* and an *Update of Job Skills*. In 1992, *Update of Job Skills* accounted for 6% of the reasons and *Change of Career* accounted for 12%. In 1996, these numbers increased to 17% and 19% respectively.

Figure 6: Female Graduate's Reasons for Completing Program 1992 - 1996



QUESTION 4 Did the training program meet your expectations?

PROGRAM MET EXPECTATIONS

Almost 93% of Female graduates responding, (795 of 858) indicated the training program had met their expectations. This percentage compares with 92% of Male graduates who said the program had met their expectations. From 1992 to 1996, the percentages of Female graduates who said the training program had met their expectations were 86%, 88%, 89%, 93% and 93% respectively - all very high.

QUESTION 5 Can you rate the overall quality of the training you received on the following scale: Excellent, Very Good, Good, Poor, Very Poor

TRAINING QUALITY

Graduates were asked to rate the overall quality of the training they had received on a scale from *Excellent* to *Very Poor*. Both Female and Male graduates continued to rate their program highly. As can be seen in Table 7, 72% of Female graduates and 72% of Male graduates rated their program *Very Good* to *Excellent*.

Table 7: Overall Quality of Training

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Excellent	157	20.7	141	16.2	20.0
Very Good	393	51.8	482	55.3	50.6
Good	186	24.5	232	26.6	27.8
Poor	18	2.4	14	1.6	1.3
Very Poor	5	0.7	2	0.2	0.3
Total	759	100.0	871	100.0	100.0

EMPLOYMENT INFORMATION

QUESTION 6 How many employment opportunities have you applied for since completing your training program?

APPLICATIONS

Graduates were asked to indicate the number of employment opportunities they had applied for since completing their program. The average number of opportunities (mean) Female graduates applied for was 17.3. In comparison, for Male graduates this number was 14.7. The previous year had Female graduates applying on average for 22 opportunities and Male graduates applying for 18.

An additional statistic not subject to extreme values is the median. In 1996 the median for number of employment opportunities Female graduates applied for was 6. For Male graduates it was 4. Last year the median was 8 for Female and 5 for Male graduates. Over 50% of Female respondents said they applied for 6 or less opportunities. Both genders applied for fewer employment opportunities than last year.

QUESTION 7 How many employment interviews have you had?

INTERVIEWS

Graduates were asked for the actual number of interviews they participated in. The average number for Female graduates was 3; the same as for Male graduates. The median for both groups was 2 which remained consistent with the medians from last year.

QUESTION 8 Are you presently employed?

WORKING STATUS

Statistics Canada defines the Employment Rate as the Employed to Population ratio. Of the 872 Female respondents (population), 709 indicated that they were working (81%) either full time, part time or casual (employed). Of the 760 Male graduates responding 85% indicated they were working.

Statistics Canada defines the Labor Force as those Employed and Unemployed, excluding those who are not looking for work (i.e. Not In the Labor Force). Using the Labor Force statistics, the Labor Force Employment Rate for Female graduates is 91%. For Male graduates, the Labor Force Employment Rate is also 91%. Female Labor Force Employment Rate has increased from 89% last year. Table 8 summarizes this information.

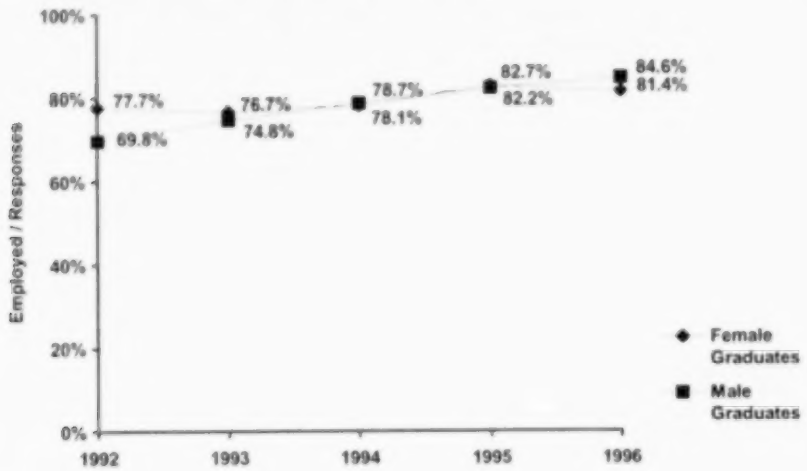
Table 8: Working Status

	1996 Male Graduates	1996 Female Graduates	1995 Female Graduates
Employed (working)	642	709	647
Not Employed (not working)	117	162	135
Unemployed (looking for work)	67	74	82
Labor Force (employed + unemployed)	709	783	729
Total Population (responses)	760	872	782
Employment Rate (employed / responses)	84.5	81.3	82.7
Labor Force Employment Rate (empl. / labor force)	90.6	90.5	88.8

EMPLOYMENT RATE

Figure 7 illustrates the Employment rates from 1992 to 1996. Since 1992, the rate for Male graduates has been increasing steadily. The Female rate has remained around the 80% level.

Figure 7: Employment Rates 1992 - 1996



QUESTION 9 What is your current primary job title?

QUESTION 10 What is the company name of your employer?

JOB TITLE and EMPLOYER

The survey questionnaire asked graduates to indicate their job title and the name of the employer they were working for. Appendix C lists the job titles and Appendix D lists the employer name by campus and by program name alphabetically for Female graduates.

QUESTION 11 Can you tell me the city or town closest to where you work?

EMPLOYMENT LOCATION

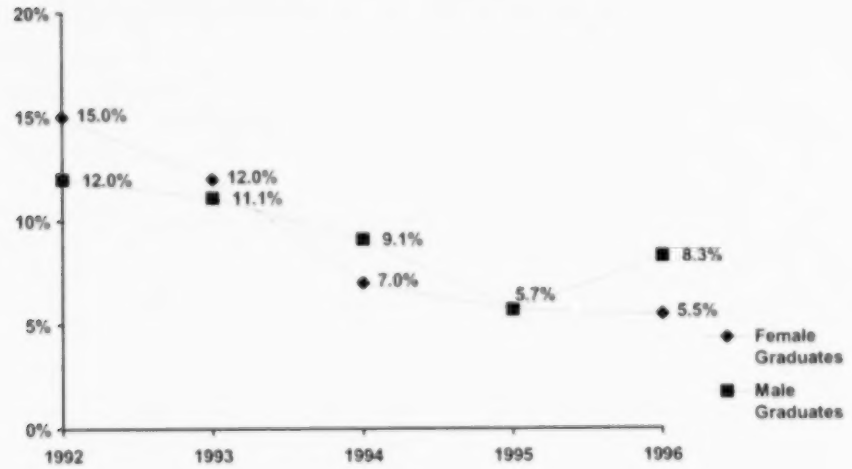
Table 9 compares the responses between Female and Male graduates for their location of employment. For both groups the two largest urban centers in the province (Regina and Saskatoon) account for most of the graduates' location of employment. Male graduates were also more likely to seek employment outside the 4 largest urban centers than Female graduates. Just over 29% of Male respondents found employment outside the 4 major urban centers which compares to just over 26% for Female graduates.

Table 9: Location of Employment

	1996 Male Graduates #	1996 Male Graduates %	1996 Female Graduates #	1996 Female Graduates %	1995 Female Graduates %
Regina	142	22.2	230	32.5	30.5
Saskatoon	181	28.3	154	21.8	27.6
Prince Albert	53	8.3	67	9.5	7.3
Moose Jaw	25	3.9	33	4.7	8.2
Other Saskatchewan	186	29.1	185	26.1	21.0
Other Province	48	7.5	39	5.5	4.5
Other Country	5	0.8	0	0.0	0.9
Total	640	100.0	708	100.0	100.0

Figure 8 illustrates the percentage of Female and Male graduates obtaining employment outside the province. The trend for graduates moving away from Saskatchewan rose slightly from the downward trend of previous years for Male graduates but continues to decrease for Females.

Figure 8: Employment Outside Saskatchewan 1992 - 1996



QUESTION 12 Is your location of employment on an Indian reservation?

Of the 709 employed Female respondents, 15 indicated they were employed on an Indian reservation. This equates to just over 2% of employed Female respondents working on an Indian reservation.

Only 11 of 640 employed Male graduates indicated their employment was on an Indian reservation. This equates to just under 2%.

QUESTION 13 Is your employer an Aboriginal organization, an Aboriginal owned business, an Aboriginal operated business or a Government agency whose prime focus is Aboriginal people?

ABORIGINAL EMPLOYER

Of 699 Female respondents, 12 indicated their employer was an Aboriginal organization, 4 indicated an Aboriginal owned business and 23 indicated working for a government agency whose prime focus is Aboriginal people.

Of 638 Male respondents, 3 indicated their employer was an Aboriginal organization, 3 indicated an Aboriginal owned business, 2 said they worked for an Aboriginal operated business and 3 indicated working for a government agency whose prime focus is Aboriginal people.

QUESTION 14 Can you tell me your monthly or hourly salary before deductions?

SALARY

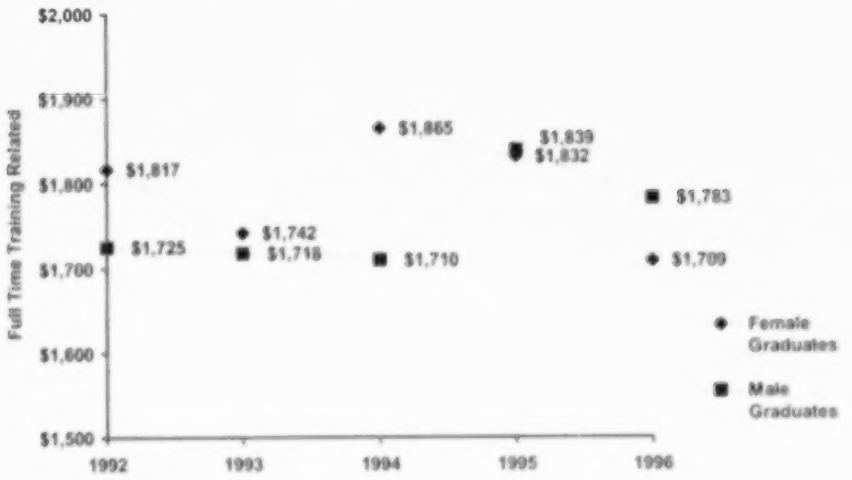
The question provided a means to answer in either an hourly or a monthly salary figure. In the analysis, the data was filtered to include only those respondents **employed full time in a training related occupation** and converted into a monthly figure. This was done to allow comparison with previous years. Self employed respondents working full time in a training related occupation were also included. The Mean Female salary was lower than the Mean Male salary, yet the reverse happens when looking at the Median (middle) salaries. This occurs because of the strong influence the maximum value has on the Mean. Table 10 compares the salaries for Female and Male graduates.

Table 10: Full Time Training Related Salary Comparison

	1996 Male Graduates $	1996 Female Graduates $	1995 Female Graduates $
Minimum	806	800	600
Maximum	6300	4350	5600
Mean	1783	1709	1832
Median	1550	1575	1600

Historically, the Female average salary exceeded the Male average salary up until 1995. Since 1995 the Male average salary was higher than the Female average salary. Figure 9 illustrates the average salaries for Females and Males in full time training related occupations from 1992.

Figure 9: Mean Monthly Salary 1992 - 1996



QUESTION 15 On average, how many hours per week do you work in total? Less than 30 hours , 30 hours or more

FULL TIME/ PART TIME

By answering *Less than 30 hours*, the respondent was indicating part time employment. If *30 hours or more* was selected, the respondent was working full time. Table 11 compares the Female response to the Male response. Of 703 responding Female graduates, 67% indicated they were employed full time. For Male graduates responding, 92% indicated full time employment.

Female graduates continue to have a higher percentage of part time employment. One third of Female graduates employed were working part time. Only 8% of Male graduates employed were working part time. This difference is consistent with the previous year's percentages as well.

Table 11: Full Time / Part Time Employment

	1995 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
More than 30 Hours per week (Full Time)	591	92.1	469	66.7	67.5
Less than 30 Hours per week (Part Time)	49	7.6	234	33.3	32.5
Total	640	100.0	703	100.0	100.0

Female graduates who find employment have historically been more likely to be employed full time than part time. Full time employment has increased from just over half of Female respondents in 1992 and 1993 to around two-thirds since 1994. Figure 10 illustrates the Full time/Part time breakdown for Females.

Male graduates have historically been more likely to be employed full time than part time and the percentage of Male respondents employed full time has been slowly increasing. Figure 11 illustrates the Full Time/Part Time breakdown for Males.

Figure 10: Full Time / Part Time Employment for Female Graduates 1992 -1996

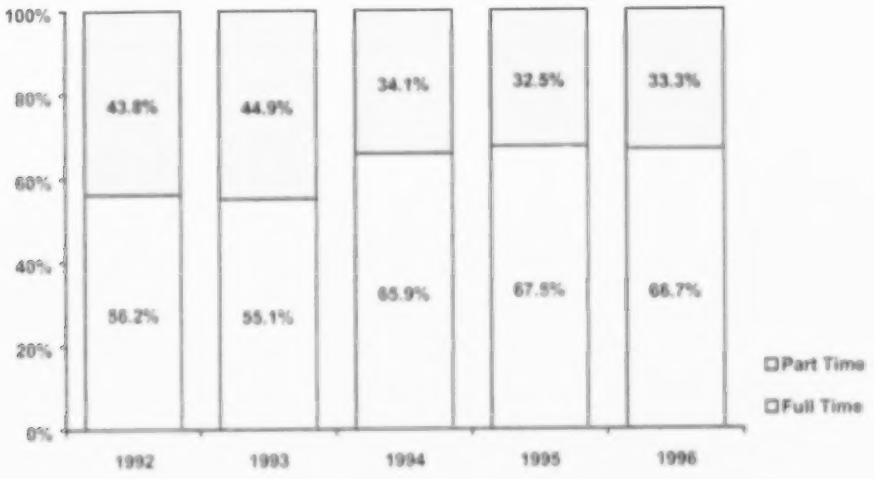
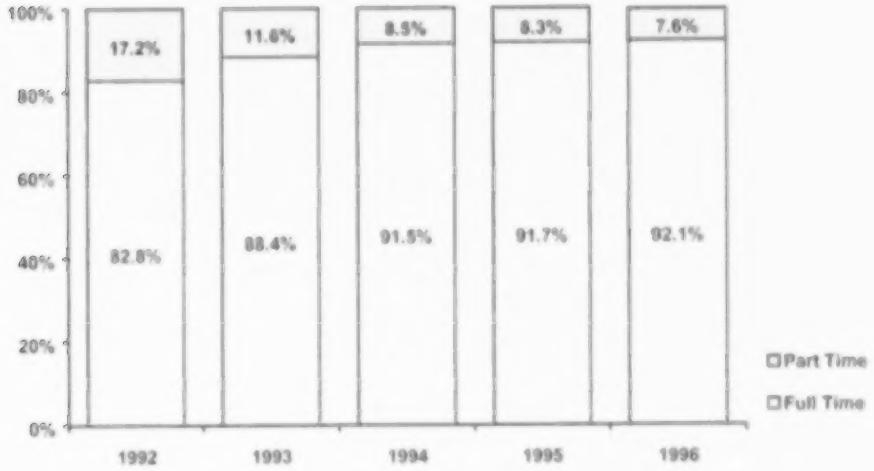


Figure 11: Full Time / Part Time Employment for Male Graduates 1992 -1996



QUESTION 16 How many jobs do you currently hold?

JOBS HELD

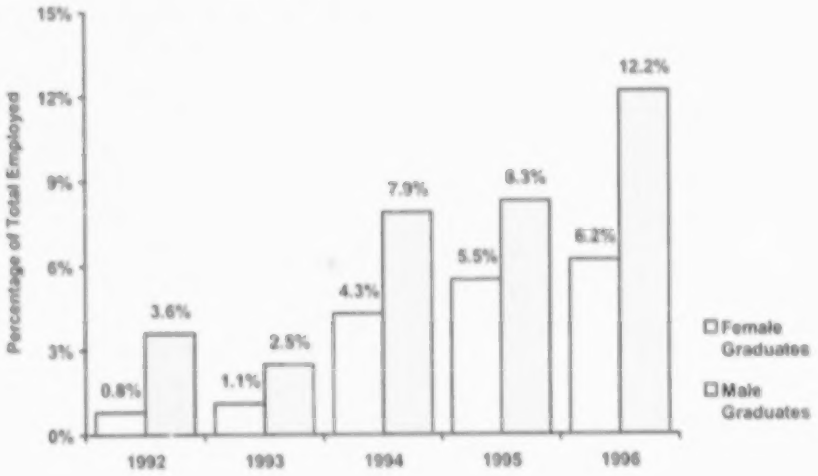
For this particular question, there was no distinction between the type of jobs held. Respondents could be full time employed, part time employed, or any combination of the two. Females held on average 1.4 jobs with a maximum number of 7. Male graduates held on average 1.2 jobs with a maximum of only 5. Females were more likely to hold more than one job which correlates with the previous question that illustrated a large percentage of Females employed part time.

QUESTION 17 Are you Self Employed?

Figure 12 illustrates the percentage of employed respondents that indicated they were self employed. Of 705 Female graduates, 6% indicated they were self employed. Twelve percent of 640 Male graduates indicated they were self employed. For both groups, the percentage continues to rise from 1992 levels.

SELF EMPLOYED

Figure 12: Self Employed 1992 -1996



QUESTION 18 Is this self employment Full Time or Part Time?

Seventeen of the 39 self employed Females who responded to this question indicated they were self employed full time. Thirty-five of the 75 self employed Male respondents indicated full time self employment.

SELF EMPLOYED FULL TIME PART TIME

QUESTION 19 Which of the following reasons best describes why you are self employed:

Wish to have own business
Family responsibilities
Can work and continue training
No other jobs available
Other reasons

1996 Female graduate responses follow closely with the 1995 Female responses. Desire for one's own business is once again the most popular reason. It is also more so of a reason for the Male respondents, as evident with a higher percentage. Table 12 lists the reasons for being self employed.

REASON SELF EMPLOYED

Table 12: Reasons for Being Self Employed

	1995 Male Graduates #	1995 Male Graduates %	1996 Female Graduates #	1996 Female Graduates %	1995 Female Graduates %
Wish to have own business	34	45.9	15	38.5	31.7
Family responsibilities	6	8.1	6	15.4	24.4
Can work and continue training	7	9.5	5	12.8	7.3
No other jobs available	8	10.8	4	10.3	19.5
Other reasons	19	25.7	9	23.1	17.1
Total	74	100.0	39	100.0	100.0

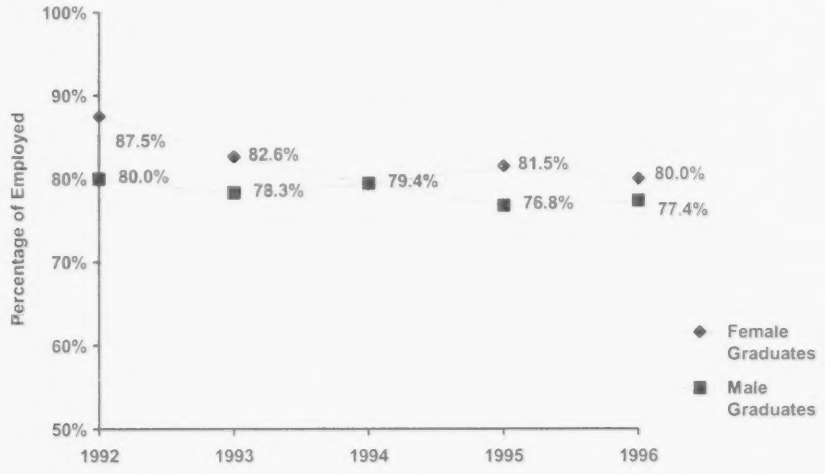
QUESTION 20 Is your present or primary job directly related to the education and training you received in your program?

TRAINING RELATED EMPLOYMENT

Of the 709 Female graduates who found employment, 80% indicated that the work they are doing is directly related to the training they received (i.e. requiring all or some of the skills gained in their training program). This percentage compares slightly higher than the percentage of Male graduates, which is 78%.

Historically, as is illustrated in Figure 13, both graduates have been very successful in finding employment directly related to their education and training.

Figure 13: Training Related Employment 1992 - 1996



QUESTION 21 How many weeks after completing your program was it before you got your first training related job offer?

WEEKS BEFORE FIRST TRAINING RELATED JOB OFFER

On average, the Female graduate took longer to find a training related job than the Male graduates. For the Female graduate, 7.9 weeks passed before they received their first training related job offer. For Male graduates, 7.4 weeks passed. Table 13 lists the minimum, maximum, and mean for the number of weeks passing before the graduate received their first training related job offer and also illustrates an increase in average time for Female graduates since last year.

Table 13: Weeks Before First Training Related Job Offer

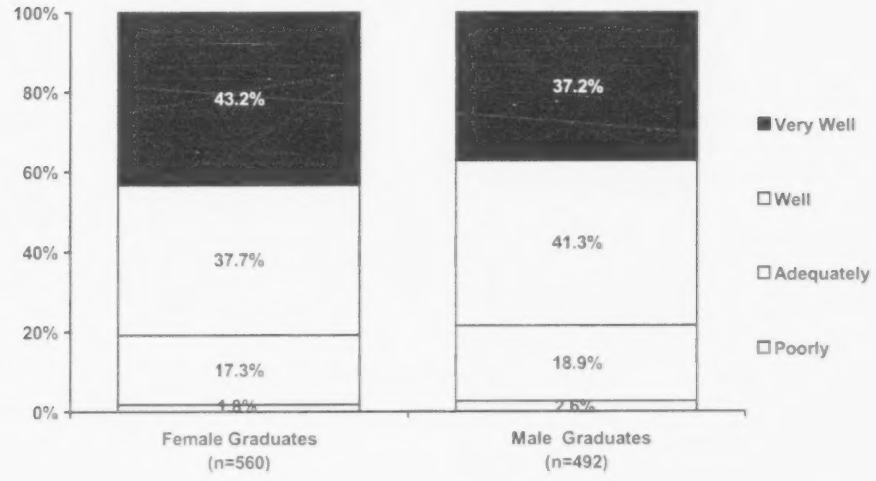
	1996 Male Graduates	1996 Female Graduates	1995 Female Graduates
Minimum	1	1	0
Maximum	56	78	52
Average (mean)	7.4	7.9	6.7

QUESTION 22 On the following scale, how well did the training program prepare you for a job in a related field: Very Well, Well, Adequately, Poorly

PROGRAM PREPARATION FOR TRAINING RELATED JOB

When asked how well the training program prepared one for a training related job, almost 79% of Female respondents said *Well* or *Very Well*. Almost 81% of Male respondents indicated *Well* or *Very Well*. Figure 14 illustrates the two groups.

Figure 14: Training Related Job Preparation



QUESTION 23 Which reason best describes why your work or job is not related to your program:

No longer interested in this field
No jobs available
Not qualified for related jobs
Other reasons

REASON JOB NOT TRAINING RELATED

When presented with a list of reasons employment was not training related, most graduates indicated *No jobs available* as their reason. As is illustrated in Table 14, 55% of Female graduates and 48% of Male graduates responding chose this reason. The second most common reason for both graduates was *Other reasons.*

Table 14: Reasons Why Work or Job Not Training Related

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	#	%
No longer interested in this field	2	1.4	6	4.6	6.4
Not qualified for related job	11	7.9	9	6.9	6.4
No jobs available	66	47.5	72	55.4	56.9
Other reasons	60	43.2	43	33.1	30.3
Total	139	100.0	130	100.0	100.0

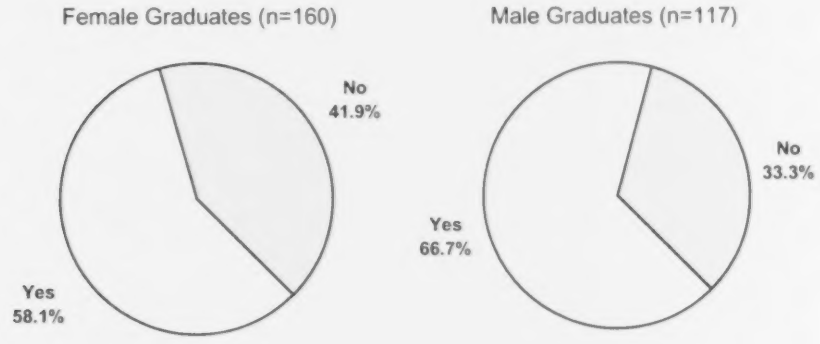
NOT EMPLOYED

QUESTION 24 Have you worked at all since completing your training program?

WORKED AT ALL

Just over half of the non-working Female respondents indicated they had worked at some time since completing their training program. Two-thirds of non-working Male respondents indicated they had worked at some time since completing their training program. Figure 15 illustrates the two groups.

Figure 15: Worked at All



QUESTION 25 Was this work directly related to the education and training you received in your program?

PREVIOUS WORK DIRECTLY RELATED

Of the unemployed respondents who indicated they had worked at some time, 59% of those Female and 67% of Male respondents indicated the work was directly related to their training. Table 15 compares these numbers.

Table 15: Previous Work Directly Related to Training

	1996 Male Graduates		1996 Female Graduates		* 1995 Female Graduates
	#	%	#	#	%
Yes	51	67.1	55	59.1	na
No	25	32.9	38	40.9	na
Total	76	100.0	93	100.0	na

* Note: New question to survey therefore no historical data available.

QUESTION 26 Was this Full Time or Part Time employment?

Data for this question was not available.

QUESTION 27 Are you scheduled to return to work in the future?

SCHEDULED TO RETURN TO WORK

Graduates not working were asked if they were scheduled to return to work. Forty-five percent of Female graduates and 47% of Male graduates who were not working indicated they were scheduled to return to work. Table 16 illustrates these numbers and shows an improvement for Female graduates since 1995.

Table 16: Scheduled to Return To Work

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Yes	34	46.6	40	44.9	27.4
No	39	43.4	49	55.1	72.6
Total	73	100.0	89	100.0	100.0

QUESTION 28 Are you actively looking for work?

Table 17 illustrates the responses to the question of whether the non-working graduates were looking for work or not. More Female graduates than Male graduates responding indicated they were not looking for work.

Table 17: Non-working Respondents Looking or Not Looking for Work

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Looking for work	65	59.3	74	50.0	60.7
Not looking for work	46	40.7	74	50.0	39.3
Total	113	100.0	148	100.0	100.0

UNEMPLOYED or NOT IN THE LABOR FORCE

This question distinguishes non-working respondents into 2 groups. One group is those respondents who are **looking for work** and is classified as **Unemployed**. The other group is those respondents who are **not actively looking for work** and is classified as **Not In The Labor Force**. Using Statistics Canada definitions, the Labor Force is defined as those people Employed and those people Unemployed (i.e. actively looking for work). The Unemployment Rate is the ratio of those Unemployed to the Labor Force. The Unemployment Rate for Female graduates is 9.5%. For Male graduates the Unemployment Rate is slightly lower at 9.4%. Table 18 illustrates the Unemployment Rates for Female and Male graduates.

Table 18: Unemployment Rate

	1996 Male Graduates	1996 Female Graduates	1995 Female Graduates
Employed	642	709	647
Unemployed (looking for work)	67	74	82
Labor Force (employed + unemployed)	709	783	729
Unemployment Rate (unemployed / labor force)	9.4	9.5	11.2

Figure 16 illustrates the Unemployment rates from 1992 to 1996. The rates continue to decrease for both groups. Up to this year, the Female unemployment rate was lower than the Male Unemployment rate. This year the reverse happened. Also notice how the difference between the two groups has decreased to just over half a percent.

Figure 16: Unemployment Rates 1992 - 1996

QUESTION 29 Which of the following best describes the reason you have been unsuccessful in finding a job:

- Employment is seasonal
- Require further training
- No jobs in desired location
- Not enough experience
- No jobs available at all
- Other reasons

REASON UNEMPLOYED

The most common reasons given for being unsuccessful in finding a job by Female graduates was *Not enough experience* and *No jobs at all* (tie). Almost 26% gave one of these reasons for not finding employment. These were also the most common reasons for Male graduates, although only 22% said *No jobs at all*. Table 19 lists all the reasons, the numbers and percentages for both groups and shows a similar pattern for Female graduates from last year.

Table 19: Reasons Unsuccessful in Finding a Job

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Employment is seasonal	13	20.3	6	8.1	1.2
Require further training	5	7.8	8	10.8	6.1
No jobs in desired location	9	14.1	11	14.9	22.0
Not enough experience	17	26.6	19	25.7	25.6
No jobs available at all	14	21.9	19	25.7	30.5
Other reasons	6	9.4	11	14.9	14.6
Total	64	100.0	74	100.0	100.0

QUESTION 30 Which of the following best describes your reason for not looking for work:

Returned to school
Family responsibilities
Health/Disability
Given up looking
Other reasons

REASON NOT IN LABOR FORCE

By indicating they are not looking for work, the graduate is referred to as not in the labor force. The main reason why graduates are not in the labor force is because they have returned to school. This is applicable for Female and Male graduates. Over 56% of Female and 72% of Male graduates who were not looking for work indicated this as their reason. Table 20 lists all the reasons and the numbers.

Table 20: Reasons Not Looking for Work

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Returned to school	31	72.1	40	56.3	68.0
Family responsibilities	1	2.3	11	15.5	16.0
Health/Disability	1	2.3	7	9.9	6.0
Given up looking	2	4.7	1	1.4	na
Other reasons	8	18.6	12	16.9	10.0
Total	43	100.0	71	100.0	100.0

EDUCATION

QUESTION 31 Are you enrolled in any education or training program at present?

IN ANY EDUCATION NOW

Graduates were asked if they were presently enrolled in any education or training program. Female graduates are more likely to be enrolled in an education or training program than Male graduates. Nineteen percent of Female respondents (167 of 874) indicated they were enrolled in a program. This compares to 16% of Male respondents (121 of 757).

QUESTION 32 Which of the following best describes what type of program it is:
Further training in the same SIAST program,
Other SIAST program,
A University program,
Another post-secondary program,
Some other program?

EDUCATION TYPE

Fifty-four percent of Female graduates enrolled in a program indicated a SIAST program; either the same program they were in or some other SIAST program. This compares with 47% of Male graduates in a SIAST program. Last year, 58% of Female graduates indicated enrolment in a SIAST program. Table 21 lists the types of programs enrolled in for Female and Male graduates.

Table 21: Type of Program Currently Enrolled In

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Same SIAST program	38	32.2	53	31.7	35.3
Other SIAST program	18	15.3	37	22.2	13.8
University program	22	18.6	36	21.6	23.3
Other post-secondary program	10	8.5	15	9.0	27.6
Other program	30	25.4	26	15.6	na
Total	118	100.0	167	100.0	100.0

Female graduates have historically returned to SIAST for additional education or training. As illustrated in Table 22, since 1992 their presence at SIAST has been higher than any other type of program.

Table 22: Type of Program Currently Enrolled In - Female Graduates 1992 - 1996

	1992 %	1993 %	1994 %	1995 %	1996 %
SIAST program (same or other)	39.6	55.3	52.6	49.6	53.9
University program	34.1	17.5	24.0	23.1	21.6
Other program	26.4	27.2	23.4	27.4	24.6
Total	100.0	100.0	100.0	100.0	100.0

QUESTION 33 What is the name of this program?

PROGRAM NAME CURRENTLY ENROLLED IN

The following table lists the names of the programs Female graduates indicated they were enrolled in. Note that there may be more than one graduate in a particular program.

Table 23: Program Names Female Graduates Currently Enrolled In

Program Name	
Accounting	Adapted Physical Activity
Administration	Advanced Computer Application
Advanced Diploma Psychiatric Nursing	Anthropology
Arts and Science	Audiovisual Technician I
Automotive Service Technology	B. Ed.
B. Rel. Ed.	B. Sc.
B. Social Work	B.A. Indian Social Work
B.Nursing	Biblical Study
Biology 110 and English 110	Biology Degree
Business Administration	Business Communications
Canadian Securities Course	Carrer Transitions
CGA	CMA
Computer Applications Major	Computer Classes
Computer Information Systems	Computer\Accounting Clerk
Conversational French	Credit Program
Critical Care Pathology	Cwpt
Dental Hygiene	Diploma Childhood Development
Diploma Nursing	Drug Therapy One
Early Childhood Development - Diploma Program	Early Childhood Development Education Program
Early Childhood Education Diploma	Economic Development
Faculty Of Social Work	French Education
French Language	Gerontology
Helping Skills	Human Justice
Human Resource Advanced Diploma	Human Resource Certificate
Human Resource Diploma	ICS
Industrial Mechanic Apprenticeship	Institute Of Canadian Bankers -- Financial Counsel
Journeyman Upgrade	Library Tech
M. Community Health and Epidermology	M. Ed.
Medical Administrative Assistant	New Careers Company
Novell CNA/CNE Diploma	Office Automation Administration
Office Education	Organizational Behavior
Physical Activities Studies	Post Registered Nurse
Pre-Occupational Therapy	Psychiatric Nursing
Public Relations Prog. Cert	RCMP
Real Estate	Registered Nurse
Rehabilitation Worker Diploma	Reservation Sales Agent - STEC
Rw and Ta Programs	SADAC Program
SGI 1-A Drivers Course	Sign Language
Social Work	Special Care Aide
Teacher Assistant	Tourism and Hospitality
Upgrading High School	Woman Of The Dawn
Women and Gender Studies	Youth Care Worker Diploma

DEMOGRAPHICS

QUESTION 34 Gender

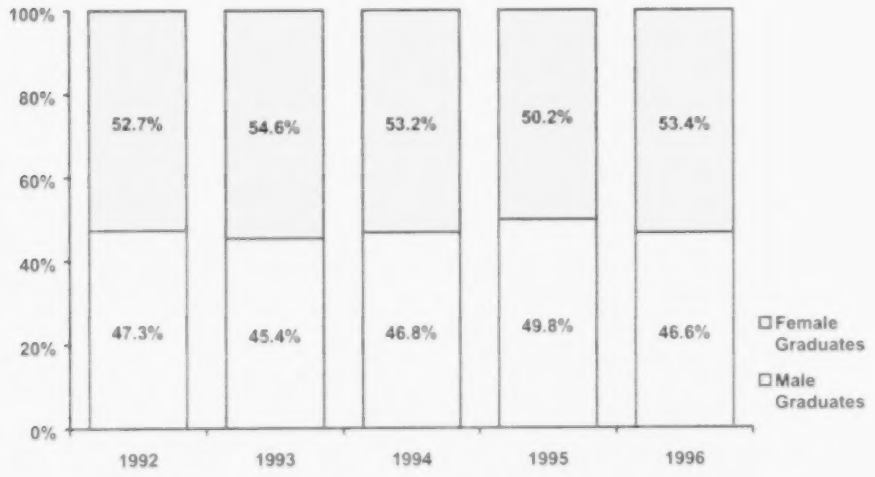
GENDER

Question 34 is the key identifier in splitting the data into either Female or Male respondents. The proportion of Female graduates to Male graduates has slightly increased in favor of the Female graduates since last year. Table 24 illustrates that there is a 53:47 split in gender. Figure 17 shows that there has always been slightly more Female graduates than Male graduates.

Table 24: Gender Distribution

	1995 Graduates		1996 Graduates	
	#	%	#	%
Male	775	49.8	760	46.6
Female	782	50.2	872	53.4
Total	1557	100.0	1632	100.0

Figure 17: Graduate Gender Distribution 1992 - 1996



QUESTION 35 How old were you last June 30?

AGE

On average, Female graduates are slightly older than Male graduates. Table 25 illustrates the minimum, maximum and mean age of respondents, as well as the distribution of ages in categories. The average age for Female graduates was 26.1 years. For Male graduates it was 25.5 years.

Table 25: Age Distribution

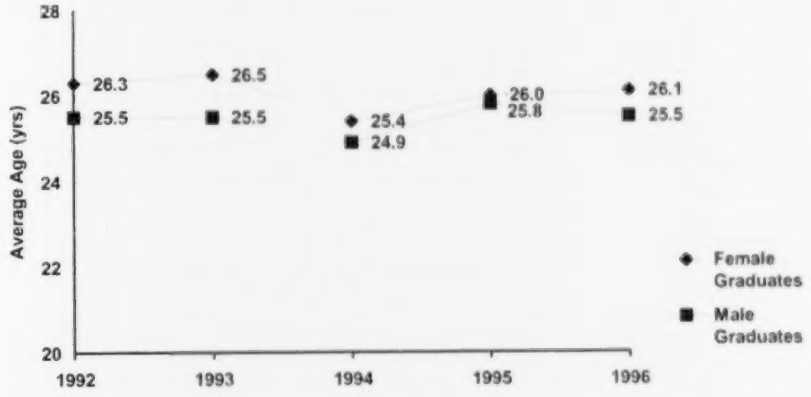
	1995 Male Graduates #	%	1996 Female Graduates #	%	1995 Female Graduates #	%
Minimum age	17		18		17	
Maximum age	58		59		61	
Mean age (average)	25.5		26.1		26.0	
Less than 20 years of age	107	14.1	101	11.7		13.3
20 - 24 years of age	3371	48.9	428	49.5		46.5
25 - 34 years of age	171	22.6	200	23.1		24.7
35 - 54 years of age	108	14.2	132	15.3		15.1
55 years of age and older	1	0.1	3	0.3		0.4
Total	758	100.0	872	100.0		100.0

There is little difference in the age distribution between Female and Male graduates. The majority of graduates for both genders is under 25 years of age.

AVERAGE AGE

The average age for Female graduates has always been higher than the average age for Male graduates. Figure 18 illustrates the average age between Female and Male graduates from 1992 to 1996.

Figure 18: Average Age 1992 - 1996



QUESTION 36 Are you of Aboriginal ancestry?

Of 862 Female respondents, 83 indicated they were of Aboriginal ancestry (10%). Fifty-five of 759 Male respondents (7%) identified themselves as of Aboriginal ancestry.

QUESTION 37 Do you consider yourself:

Status/Treaty Indian
Metis
Non-Status Indian
Inuit

ABORIGINAL ANCESTRY

Of the 83 Female Aboriginal respondents, 79 indicated their ancestry. Thirty-five percent indicated they were Status/Treaty Indian; 56% indicated Metis origin and 9% indicated Non-Status Indian.

Of the 55 Male Aboriginal respondents, 31% indicated they were Status/Treaty Indian; 58% indicated Metis origin and 11% indicated Non-Status Indian.

QUESTION 38 Do you consider yourself a member of a visible minority?

VISIBLE MINORITY

The breakdown of Visible Minority graduates is similar by gender. Just over 4% of Female graduates responding (33 of 783) indicated they were members of a Visible Minority. Just under 5% of Male graduates responding (34 of 698) said they were a Visible Minority.

QUESTION 39 Do you consider yourself disabled?

DISABLED

Of 870 Females responding only 21 (2%) indicated they were Disabled. This compares to 3% of Male graduates. Table 26 illustrate these statistics and show a small increase from last year for Female graduates.

Table 26: Disabled

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Yes	23	3.0	21	2.4	1.9
No	736	97.0	849	97.6	98.1
Total	759	100.0	870	100.0	100.0

FEMALES IN NON-TRADITIONAL PROGRAMS

DEFINITION OF NON-TRADITIONAL

SIAST provides and promotes the involvement of education equity groups in non-traditional programs. One such area is with Female students. A non-traditional program would be one of the programs that would normally not have much participation by an education equity group participant. Data from the Graduate Employment Survey was refined to comprise only those programs that Female involvement was limited. The programs selected were the same ones selected in the 1997 SIAST Education Equity Program Annual Monitoring Report. Table 27 lists the criteria for selection of Non-Traditional programs, the breakdown of Male and Female respondents and the percentage that are Female.

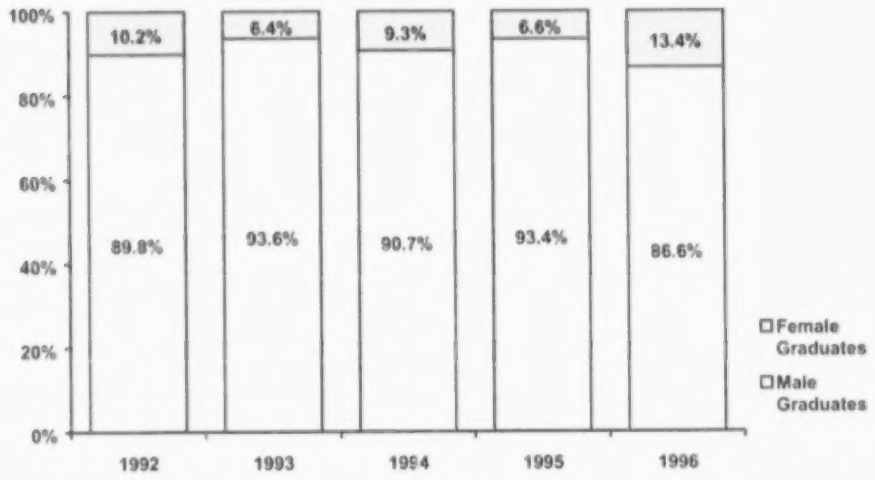
Table 27: Program Criteria and Respondent Count in Non-Traditional Programs

Campus	Criteria	Exceptions	Male #	Female #	Female %
Kelsey			182	20	9.9%
	All Industrial programs	Animal Health Technology			
	All Technology programs	Bio-Sciences Technology			
		Chemical Technician			
Palliser			172	20	10.4%
	All Industrial programs				
	All Technology programs				
Wascana			140	40	22.2%
	All Agriculture programs	Applied Photography			
	All Industrial programs	Graphic Arts			
	All Technology programs	Office Education			
	EMT/EMT-Paramedic				
Woodland			75	8	9.6%
	All Industrial programs				
	Integrated Resource Mgt.				
SIAST Total			569	88	13.4%

RESPONSE (Non-Traditional)

With 88 Females from Non-Traditional programs representing 13% of the graduates, this percentage is higher than the previous year. Figure 19 illustrates the gender breakdown in Non-Traditional programs over the years. Specific program inclusion or exclusion may account for slight variations over the years, but effort was made to maintain consistency and this element of error would be minimal.

Figure 19: Male/Female Respondent Breakdown in Non-Traditional Programs 1992 - 1996



TRAINING QUALITY (Non-Traditional)

Female graduates rated the quality of training received in Non-Traditional programs higher than the Male graduates in the same programs. As Table 28 illustrates, slightly more than 72% of Male graduates in Non-Traditional programs rated the quality of their training as either *Excellent* or *Very Good*. Almost 79% of Female graduates in the same Non-Traditional programs rated the quality of their training *Excellent or Very Good*. Compared to last year, Female graduates rated their training higher although this year there were two Female respondents who indicated their training was of *Poor* quality.

Table 28: Overall Quality of Training

	1996 Male Graduates		1996 Female Graduates		1995 Female Graduates
	#	%	#	%	%
Excellent	123	21.7	20	22.7	18.4
Very Good	287	50.5	49	55.7	36.8
Good	141	24.8	17	19.3	44.7
Poor	15	2.6	2	2.3	0.0
Very Poor	2	0.4	0	0.0	0.0
Total	568	100.0	88	100.0	100.0

APPLICATIONS (Non-Traditional)

When graduates in Non-Traditional programs were asked to indicate the number of employment opportunities they had applied for since completing their program, the average number of opportunities Female graduates applied for was 16. In comparison, for Male graduates this number was 12.

INTERVIEWS (Non-Traditional)

The average number of interviews for Female graduates in Non-Traditional programs was 2; the same number for Male graduates.

EMPLOYMENT RATE (Non-Traditional)

Statistics Canada defines the Employment Rate as the Employed to Population ratio. Of the 88 Female respondents in Non-Traditional programs, 66 indicated that they were working (75%) either full time, part time or casual. Of the 568 Male graduates responding in the same programs, 86% indicated they were working.

Statistics Canada defines the Labor Force as those Employed and Unemployed, excluding those who are not looking for work (Not In the Labor Force). Using the Labor Force statistics, the Labor

Force Employment Rate for Female graduates in Non-Traditional programs is 89%. For Male graduates, the Labor Force Employment Rate is 92%. Female Labor Force Employment Rate in Non-Traditional programs has increased from 86% last year. Table 29 summarizes this information.

Table 29: Working Status - Non-Traditional Programs

	1996 Male Graduates	1996 Female Graduates	1995 Female Graduates
Employed (working)	487	66	31
Not Employed (not working)	81	22	7
Unemployed (looking for work)	45	8	5
Labor Force (employed + unemployed)	532	74	36
Total Population (responses)	568	88	38
Employment Rate (employed / responses)	85.7	75.0	81.6
Labor Force Employment Rate (empl. / labor force)	91.5	89.2	86.1
Unemployment Rate (unemployed / labor force)	8.5	10.8	13.9

UNEMPLOYMENT RATE (Non-Traditional)

The Unemployment Rate is the ratio of those Unemployed to the Labor Force. From Table 29, the Unemployment rate for Female graduates in Non-Traditional programs is 11%. This is a decrease from 14% in 1995. For Male graduates in the same programs, the Unemployment rate is 9%.

SALARY (Non-Traditional)

Salary figures apply to only those respondents who indicated they were employed full time in a training related occupation and are the monthly amounts before deductions. The range between Female and Male respondents in Non-Traditional programs varies considerably. The highest salary for Males is $6000. The highest salary for Females is only $2393. Consequently this influences the Mean salary. Male graduates had a Mean salary of $1768 and Female graduates had a Mean salary of only $1552.

The Median is not influenced by extreme values. The Median salary for Female graduates in full time training related occupations from Non-Traditional programs was $38 higher than the Median salary for Male graduates. Last year's Female values were all higher. Table 30 summarizes these values.

Table 30: Full Time Training Related Salary Comparison - Non-Traditional Programs

	1996 Male Graduates $	1996 Female Graduates $	1995 Female Graduates $
Minimum	800	800	1120
Maximum	6000	2393	4605
Average (Mean)	1768	1552	1882
Average (Median)	1500	1538	1700

CONCLUSION

In looking at the responses of the Female graduates one must compare the results to the Male graduates and not to the Total or Overall graduates. This is because of the high percentage of Total or Overall graduates that are, in fact, the same Female graduates and the percentages would have been significantly biased. This is the main reason a gender distinction in the results was made.

By looking at the results of this survey the following general statements regarding the Female graduates can be made:

- present at all campuses and in all division although in limited numbers in certain divisions;
- felt their training program had met their expectations and rated their training very high;
- applied on average for more employment opportunities than Male graduates yet participated on average in the same amount of interviews;
- had approximately the same employment and unemployment rates as Male graduates;
- worked mainly in Saskatoon or Regina;
- earned on average a lower full time training related monthly salary than Male graduates;
- more likely to be employed part time than Male graduates;
- less likely to be self employed than Male graduates;
- of those not working, less likely to have worked at all than Male graduates;
- if not wanting nor looking for work, were more likely than Male graduates to have family responsibilities as the reason;
- if attending further education were more likely than Male graduates to be enrolled in a SIAST program; or,
- were slightly older on average than the Male graduates.

Compared to last year the Female graduates improved in the following areas:

- greater presence at the campuses;
- higher response and participation in the survey;
- higher employment rates;
- lower unemployment rates;
- higher percentage self employed; and,
- higher percentage scheduled to return to work..

APPENDIX A - REFERENCES

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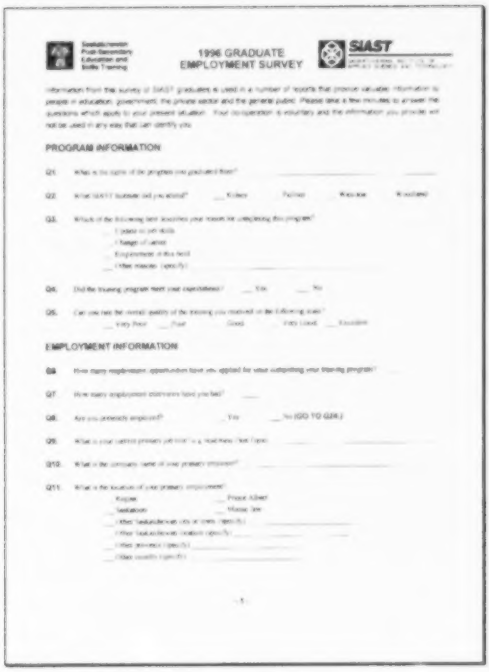
APPENDIX B - SURVEY QUESTIONNAIRE



Saskatchewan Post-Secondary Education and Skills Training

1996 GRADUATE EMPLOYMENT SURVEY

SIAST

Information from this survey of SIAST graduates is used in a number of reports that provide valuable information to people in education, government, the private sector and the general public. Please take a few minutes to answer the questions which apply to your present situation. Your co-operation is voluntary and the information you provide will not be used in any way that can identify you.

PROGRAM INFORMATION

Q1. What is the name of the program you graduated from?

Q2. What SIAST campus did you attend? ___ Kelsey ___ Palliser ___ Wascana ___ Woodland

Q3. Which of the following best describes your reason for undertaking this program?
___ Update my job skills
___ Change of career
___ Requirement in this field
___ Other reasons (specify)

Q4. Did the training program meet your expectations? ___ Yes ___ No

Q5. Can you rate the overall quality of the training you received on the following scale?
___ Very Poor ___ Poor ___ Good ___ Very Good ___ Excellent

EMPLOYMENT INFORMATION

Q6. How many employment opportunities have you applied for since completing your training program?

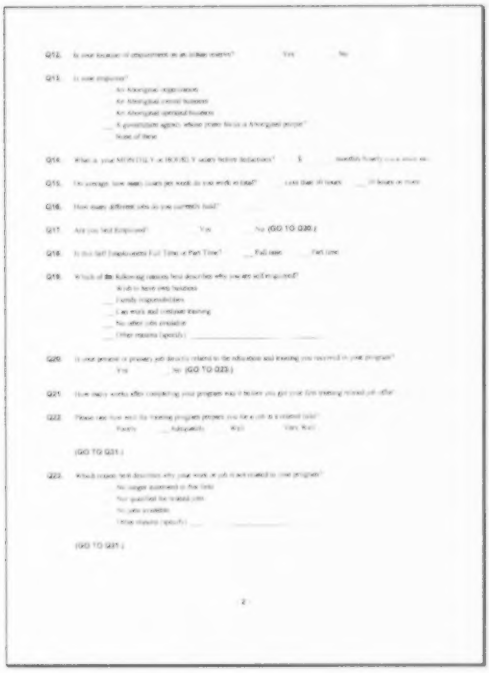
Q7. How many employment interviews have you had?

Q8. Are you presently employed? ___ Yes ___ No (GO TO Q24.)

Q9. What is your current primary job title? (e.g. Word Processor Type)

Q10. What is the company name of your primary employer?

Q11. What is the location of your primary employment?
___ Regina ___ Prince Albert
___ Saskatoon ___ Moose Jaw
___ Other Saskatchewan city or town (specify)
___ Other Saskatchewan location (specify)
___ Other province (specify)
___ Other country (specify)



Q12. Is your location of employment as an Intern reserve? ___ Yes ___ No

Q13. Is your employer?
___ An Aboriginal organization
___ An Aboriginal owned business
___ A non-Aboriginal owned business
___ A government agency, whose mandate is to serve Aboriginal people
___ None of these

Q14. What is your MONTHLY or HOURLY salary before deductions? $ ___ (specify hourly or monthly)

Q15. On average, how many hours per week do you work in total? ___ Less than 30 hours ___ 30 hours or more

Q16. How many different jobs do you currently hold?

Q17. Are you self-Employed? ___ Yes ___ No (GO TO Q20.)

Q18. Is this Self Employment Full Time or Part Time? ___ Full time ___ Part time

Q19. Which of the following reasons best describes why you are self-employed?
___ Wish to have own business
___ Family responsibilities
___ Can work and continue training
___ No other jobs available
___ Other reasons (specify)

Q20. Is your present or primary job directly related to the education and training you received in your program?
___ Yes ___ No (GO TO Q23.)

Q21. How many weeks after completing your program was it before you got your first training related job offer?

Q22. Please rate how well the training program prepared you for a job in a related field?
___ Poorly ___ Adequately ___ Well ___ Very Well

(GO TO Q31.)

Q23. Which reason best describes why your work or job is not related to your program?
___ No longer interested in this field
___ Not qualified for related jobs
___ No jobs available
___ Other reasons (specify)

(GO TO Q31.)

NOT EMPLOYED

Q24. [illegible] ___ Yes ___ No (GO TO Q26.)

Q25. [illegible] ___ Yes ___ No

Q26. [illegible] ___ Full time ___ Part time

Q27. [illegible] ___ Yes ___ No

Q28. [illegible] ___ Yes ___ No (GO TO Q30.)

Q29. [illegible]

___ [illegible]
___ [illegible]
___ [illegible]
___ [illegible]
___ [illegible]
___ Other reasons (specify) _____

(GO TO Q31.)

Q30. [illegible]

___ [illegible]
___ [illegible]
___ [illegible]
___ [illegible]
___ Other reasons (specify) _____

EDUCATION

Q31. [illegible] ___ Yes ___ No (GO TO Q34.)

Q32. [illegible]

___ [illegible]
___ [illegible]
___ [illegible]
___ [illegible]
___ Some other program

Q33. [illegible] _____

- 3 -

DEMOGRAPHICS

Q34. [illegible] ___ Male ___ Female

Q35. [illegible] _____

Q36. [illegible] ___ Yes ___ No (GO TO Q38.)

Q37. [illegible]

___ [illegible]
___ No
___ [illegible]
___ [illegible]

(GO TO Q39.)

Q38. [illegible] ___ Yes ___ No

[illegible]

Q39. [illegible] ___ Yes ___ No

[illegible]

Q40. [illegible]

Thank you for completing this questionnaire.
Please return it in the envelope provided as soon as possible.

- 4 -

APPENDIX C - PRIMARY JOB TITLE

Kelsey Campus - Primary Job Title (Female Respondents Only)

Animal Health Technology	Animal Health Technician
	Clerk
	Farmer
	Research Tech. Assistant
	Veterinary Technologist
Automotive Service Technician	Technician
Biological Sciences Technology	Chemical Residue Technician
	Library Assistant
	Quality Control
	Tech. Assistant
	Telemarketer
CAD/CAM Engineering Technology	CAD/CAM Engineering Technologist
	Draftsperson
Certified Combined Technician	Certified Combined Technician
	Data Entry Clerk
	Dietary Aide
	Doctors Assistant
	Lab Assistant
	Lab Technician
	Technician
Chemical Technology	Lab Technician
	Lab Technologist
	Research Tech.
Computer Systems Technology	Programmer
	Systems Admin/Programmer
Diploma Nursing	Casual Nurse
	Client Attendant
	Desk Clerk
	General Duty Nurse
	Home Care Nurse
	Med/Rec/Rn
	Nurse
	Registered Nurse
	Secretary-Nurses Aide
	Senior Nurse
	Special Care Aide
	Staff Nurse
Early Childhood Dev. Certificate	Bartender
	Child Care Worker
	Dayhome Worker
	Maintenance
	Nanny
	Teacher Assistant
Early Childhood Development Diploma	Child Care Worker
	Early Childhood Educator
	Substitute Teacher
	Teacher Assistant
Food Services Administration	Catering
Food Services Administration	Foodservices Supervisor
Home Care/Special Care Aide	Attendant II
	Home Health Aide
	Nurse's Aide
	Nursing Attendant
	Scheduling Coordinator
	Special Care Aide
Hotel and Restaurant Administration	Front Desk Clerk
	Head Waitress and Hostess
	Manager
	Waitress
Industrial Mechanics	Maintenance Tech\Apprentice Mill Wright
Library Technician	Clerk
	Enumerator
	Lab Technician
	Librarian
	Library Assistant
	Library Clerk
	Library Technician
	Page
Library Technician Bridging	Audio Visual Technician
	Client Services Technician
	Library Assistant Machine Shop
Medical Laboratory Technology	Certified Combined Technician
	Lab Technician
	Medical Lab Technician
Medical Radiation Technology	Admitting Clerk
	Certified Combined Technician
	Cleaner
	File Clerk
	Medical Radiation Technologist
	Radiation Technologist
Parts Management Technician	Cleaner
	Parts Person
	Shipper Receiver
Power Engineering	Stationary Engineer
	Utility Person
Professional Cooking	Assistant Bakery Manager
	Cook
	Line Cook
Recreation and Leisure Diploma	Craft Supervisor
	Life Guard Instructor
	Program Supervisor
	Recreation Therapist
	Recreation Therapy
	Volunteers Manager
Refrigeration and Air Conditioning	Group Home Worker
Rehabilitation Worker Certificate	Care Giver
	Care Staff Worker
	Casual Rehabilitation Worker
	Dietary Aide
	Intervenor
	Server
	Supervisor
	Support Worker & Aide
	Teacher Assistant
	Teacher Associate
Rehabilitation Worker Diploma	Care Staff Worker
	Community Service Worker
	Day Program Worker
	Home Health Aide
	Job Coach
	Library Trainee
	Occupational Therapist Aide
	Volunteer Coordinator
Retail Meat Cutting	Retail Meat Cutter
Youth Care Worker Certificate	Teacher Assistant
	Youth Care Worker
	Youth Supervisor
Youth Care Worker Diploma	Case Management Worker
	Child Care Worker
	Corrections Worker
	Executive Director
	Youth Care Worker

Palliser Campus - Primary Job Title (Female Respondents Only)

Accountancy	Accountant
	Accountant and Data Entry
	Accountant Assistant
	Accounting and Administration
	Accounting Clerk
	Accounting Officer
	Accounting Team Member
	Accounting Technician
	Accounts Payable Clerk
	Bookkeeper
	Clerk
	Controller Assistant
	Customer Service Representative
	Investment Clerk
	Junior Accounting Technician
	Payroll Clerk
	Receptionist
	Sales Consultant
	Secretary
	Secretary-Bookkeeper
	Tax Accountant
	Tax Consultant
	Telemarketer
Administration	Accountant Secretary
	Accounts Receivable Clerk
	Administrative Assistant
	Assistant Admin Marketing
	Assistant Manager
	Bookkeeper
	Business Representative
	Clerk
	Customer Service Representative
	General Laborer
	Issuer
	Junior Loan Technician
	Junior Policy Change Administrator
	Labor Market Analyst
	Maintenance Administrator
	Office Assistant
	Personal Banking Representative
	Receptionist/Secretary
	Records Administrator
	Sales Support
	Secretary
	Secretary Library Aide
	Security Personnel
	Store Manager Trainee
	Teller/Accounting Clerk
	Traffic Assist
Architectural Engineering Technology	Architectural Technician
	CAD Draft Person
	Digital Print Operator
	Sales Clerk
Automotive Service Technology	GM Clerk
Carpentry	Millworker
Civil Engineering Technology	Auto CAD Draftsperson
	Civic Worker
CAD and Drafting Technology	Draftsperson
	GIS Analyst
Computer Information Systems	Administrator
	Assistant Manager
	Computer Programmer
	Customer Support Analyst
	Programmer
	Programmer Analyst
Electrical Engineering Technology	Administrator
Electronics Service Technician	Clerk
Instrumentation Engineering Tech	Water Quality Technician
Marketing	Administrative Assistant
	Advertiser/Shipper/Receiver
	Bookkeeper Secretary
	Cashier
	Clerk-Cashier
	Customer Service Representative
	Graphic Designer
	Information Representative
	Marketing Assistant
	Member Service Representative
	Office Support Staff
	Professional Skating Coach
	Receptionist
	Records Administrator
	Self Employed
	Special Events Coordinator
	Waitress
	Water Quality Technician
Office Automation/Administration	Claims Dept. Clerk
	Claims Prep. Clerk
	Clerk
	Learning Assistant
	Lister - Internet Company
	Office Administrator
	Office Manager
	Project Coordinator
	Re-Insurance Administrator
	Receptionist
	Secretary
Office Education	Administrative Clerk
	Fast Food Counter Person
	Legal Secretary
	Office Assistant
	Receptionist
	Receptionist/Marketing Assistant
	Supervisor
	Waitress
Professional Cooking	Cook
	Dietary Aide
Surveying Engineering Technology	Draftsperson
Water Resources Engineering Tech	Lab Technologist

Wascana Campus - Primary Job Title (Female Respondents Only)

Advanced Clinical Nursing	Advanced Clinical Nurse
	General Duty Nurse
	Registered Nurse
	Staff Nurse
	Ward Nurse
Applied Photography	Audio Visual Technician
	Computer Imager
	Shipper
Auto Body Technician	Auto Body Man
Beef Management	Warranty Clerk
Building Systems Technician	Cleaner
Dental Assisting	Assistant Manager
	Assistant
	Certified Dental Assistant
	Dental Assistant
	Dental Receptionist
	Gas Pump Attendant
	Receptionist
	Receptionist/CDA
	Registered Dental Nurse
	Waitress
Dental Hygiene	Dental Hygienist
	Hygienist
Diploma Nursing	Casual Nurse
	Clerk
	General Duty Nurse
	Home Care Aide
	Home Health Aide
	Key Worker
	Nurse
	Nurse's Aide
	Pharmacy Technician
	Receptionist
	Registered Nurse
	Staff Nurse
Drafting Technician	Carpenter Trainee
	Draftsperson
	Sales Clerk
Early Childhood Development Cert	Cashier
	Child Care Provider
	Child Care Worker
	Early Childhood Educator
	Floor Worker
	House Cleaner
	Recreational Coordinator
	Teacher
Early Childhood Development Dipl	Caregiver
	Child Care Provider
	Child Care Worker
	Childcare Provider
	Customer Service Representative
	Daycare Worker
	Executive Director
	Infant Care Worker
	Nanny
Electronic Communications Technician	Technician
Emergency Medical Technician	Ambulance Dispatcher
	Cashier
	Customer Service Representative
	Dispatcher
	Emergency Medical Technician
	Instructor
	Life Guard Instructor
	Mother
	Office Clerk
EMT - Paramedic	Paramedic
Gerontological Nursing	Community Mental Health Nurse
	Director of Nursing
	Duty Nurse
	General Duty Nurse
	Manager of Nursing
	Registered Nurse
Graphic Arts Production	Ad. Comp.Desktop Publish
	Apprentice Platemaker
	Bindery Worker I
	Customer Service--Order Desk
	Desktop Publisher
	Press Operator
Health Record Technology - Year 1	Health Record Technician
	Receptionist
	Supervisor
Health Record Technology - Year 2	Assistant Health Rec. Admin.
	Customer Service Representative
	Health Record Technician
	Stenographer
Home-Based Nursing - LPN	LPN
Home-Based Nursing - RN and RPN	Administrator
	Area Counselor
	General Duty Nurse
	Home Care Nurse
	Registered Nurse
	Registered Nurse - General Duty
	Staff Nurse
Machine Shop Practice	CNC Programmer
Occ. Ther. Assistant/Phys. Ther. Assist	Community Therapy
	Occupational Therapist Assistant
	Physio Therapy Asst / Occ. Therapy Asst
	Therapy Assistant
Office Education	Administrative Assistant
	Business Representative
	Cashier
	Classified Ad Taker
	Clerical
	Clerk
	Clerk Associate
	Clerk Processor
	Clerk Receptionist
	Clerk Steno
	Clerk Typist
	Coin Counter
	Cook
	Corporate Finance Clerk
	Customer Service Analyst
	Customer Service Representative
	Data Entry Clerk
	Endorsement Typist
	Executive Assistant
	Field Representative
	File Clerk
	Framist
	Junior Process Clerk
	Land Secretary
	Legal Assistant
	Legal Secretary
	Manager
	Medical Receptionist
	Medical Receptionist
	Office Administrator
	Office Clerk
	Office Manager
	Office Receptionist
	Para Optimetric
	Production Operator
	Receptionist
	Receptionist/Cust. Ser Rep
	Receptionist/Data Entry
	Receptionist/Secretary
	Reconditioner
	Sales Associate
	Secretary
	Secretary/Receptionist
	Steno/Receptionist
	Supervisor
	Teacher Associate
	Typist Clerk 2
	Waitress
OR Nursing and Techniques - RN	Operation Room Nurse
	Registered Nurse
Practical Nursing	LPN
	LPN / Nurses Assistant
	Special Care Aide
Psychiatric Nursing	Addiction Worker
	Addictions Counselor
	Bar Waitress
	Clerk
	Community Mental Health Nurse
	Home Health Aide
	Living Worker / AST.Therapist
	Nurse
	Nurse Manager
	Nurse's Aide
	Psychiatric Nurse
	Registered Psychiatric Nurse
	Special Care Aide
	Special Education Assistant
	Special Needs Teacher
	Staff Nurse / OR / RPN
	Teacher Assistant
	Tutor(Instructor) Aid
Welding	Welder

Woodland Campus - Primary Job Title (Female Respondents Only)

Accounting Clerk	Laborer
	Member Information Representative
	Realtor Assistant
Audiovisual Technician I	Master Controller
	Secretary
Business Administration: Accountant	Accounting Clerk
	Bookkeeper
	Business Manager
	Payroll Clerk
	Staff Accountant
Business Administration: Certificate	Administrative Assistant
	Assistant to the Finance Manager
	Manager
	Manager Trainee
	Secretary
	Service Clerk
Business Administration: Manager	Business Manager
	Executive Assistant
	Self Employed
	Waitress
Business Computer Programmer	Data Prep Technician
Ceramist	Potter
Chemical Dependency Worker Cert	Addictions Counselor
	Baker
	Counselor
Chemical Dependency Worker Diploma	Addictions Counselor
	Caregiver
	Youth Care Worker
Clerk Typist	Assistant Office Manager
	Medical Steno
	Office Clerk
	Receptionist/Clerk
	Secretary
	Secretary/Clerk
	Secretary/Librarian
Computer Clerk	Accounting Clerk
	Clerk Typist
	Legal Stenographer
	Medical Receptionist
	Member Care Coordinator
	Office Clerk
	Office Secretary
	Purchasing Clerk
	Supervisor
	Switch Board Operator
Corrections Worker	Corrections Worker
	Guard
	Shift Coordinator
Cosmetologist	Certified Hairstylist
	Hair Designer
	Hair Stylist
	Hairdresser
	Janitor
	Teacher
Early Childhood Development Cert	Ballet Teacher
	Cook
	Hostess
	Teacher Assistant
	Teacher's Aide
Early Childhood Development Diploma	Daycare Director
	Daycare Worker
	Program Planner
Electrician	Apprentice Electrician
Electronics Service Technician	Computer Technician
Integrated Resource Management	Cashier and Salesperson
	Customer Representative
Legal Stenographer	Clerk Receptionist
	Secretary
Professional Cook	Cook
	Dishwasher, Prep Cook
	Potato Grader
Weaver	Research Assistant
	Salesperson
	Weaver

APPENDIX D - EMPLOYER NAME

Kelsey Campus - Employer Name (Female Respondents Only)

Animal Health Technology	Farm
	Kindersley Veterinary Clinic
	Lawson Heights Vet Clinic
	Vido
	Wal-Mart
Automotive Service Technician	Wal-Mart
Biological Sciences Technology	Agriculture Canada
	Crop Sciences
	Norpac Marketing
	StarPhoenix
	Western Canadian Beef Packers
CAD/CAM Engineering Technology	Hitachi Canadian Industries Ltd.
	PFRA
Certified Combined Technician	City of Saskatoon
	L E Matchett Trucking
	Medical Clinic
	Mounymartre Health Cent. Indian Head
	North-East Health District
	Paradise Hill Horpital
	Porteous Lodge
	Victoria Hospital
	Wakaw Union Hospital
	Wilkie Health Center
Chemical Technology	Saskatchewan Research Council
	Sunwest Food Labs
	Wolverine Resources
Computer Systems Technology	Blind Factory
	Blue Cross
	SHL Systemhouse
Diploma Nursing	Battlefords Tribal Council
	Bergman Private Care Home
	City Hospital
	Foothills Hospital
	Herbert Medical Clinic
	Home Care
	La Loche Hospital
	Lutheran Sunset Home
	Lynn's Care Home
	Parkland Health District
	Pineview Lodge
	Royal University Hospital
	Sask District Health Board
	Saskatoon City Hospital
	Saskatoon District Health
	Shaunavon Hospital
	St. Josephs Hospital
	St. Paul's Hospital
	Thunder Creek Health Care District
Early Childhood Development Cert.	A Childs Heart A Childs Dream
	Catholic School Board
	Lori Allision
	Patricia Hotel
	Self Employed
	Sunshine Cleaners
Early Childhood Development Diploma	Allegro Montessori
	Parents Daycare Co-operative
	Parents Daycare Co-operative
	Red Deer Child Care Society
	Saskatoon Board of Education
Food Services Administration	Royal University Hospital
Food Services Administration	Western Development Museum
Home Care/Special Care Aide	Extendicare
	Parkridge Centre
	Saskatoon District Health
	Saskatoon Home Care
	Sunnyside Nursing Home
Hotel and Restaurant Administration	Boston Pizza
	Food Related Enterprise
	Radisson Hotel
	Taverna Italian Restaurant
	Travelodge Hotel
Industrial Mechanics	Sask Ferco
Library Technician	Carmons Photo Source
	Henderson's Directory
	Precam Elementary School
	Saskatchewan Legislative Library
	Saskatoon Board of Education
	Saskatoon Catholic School Board
	Saskatoon Public Library
	SIAST
	Swift Current School Division No. 94
Library Technician Bridging	Saskatchewan Legislative Library
	Saskatoon Catholic School Board
	Saskatoon Public Library
Machine Shop	Flexi-coil Ltd.
	Hitachi Canadian Industries Ltd.
Medical Laboratory Technology	Macarthy Medical Clinic
	Pasqua Health District
	Regina Health District
	Royal University Hospital
	Victoria Hospital
Medical Radiation Technology	Athabaska Health Care Centre
	Borden Community Health Centre
	City Hospital
	Northgate Medical Centre
	Regina Health District
	Saskatoon City Hospital
	South Hill Medical Family Care Centre
	The Regina Health District
	Whitewood and District Health Centre
Parts Management Technician	Central Supply
	Farm and Garden Center
	Landners Trailer Sales
	MB Clearing
	Terratech Equipment Inc.
Power Engineering	City of Saskatoon
	Saskatchewan Penitentiary
Professional Cooking	Fox and Hounds Brew Pub
	Garden Market IGA
	St. Pious
Recreation and Leisure Diploma	Boys and Girls Club of Saskatoon
	City of Saskatoon
	Cosmopolitan Industries Ltd.
	Lutheran Sunset Home
	Regina Lutheran Home
	St. Augustine Parish
Refrigeration and Air Conditioning	Northtown
Rehabilitation Worker Certificate	Cosmopolitan Industries Ltd.
	Deaf, Blind and Rubella Association
	Elmwood Lodge
	Lutheran Sunset Home
	Saskatoon Association for Community Living
	Saskatoon West School Division
	The Bea Fisher Centre
	Willows Golf and Country Club
Rehabilitation Worker Diploma	Catholic School Board
	Cosmopolitan Industries Ltd.
	Elmwood Lodge
	Lutheran Sunset Home
	Menno Home of Saskatchewan
	Sask Abilities
	Saskatoon Home Care
	Sherbrooke Community Centre
Retail Meat Cutting	Extra Foods
Youth Care Worker Certificate	Provost Public School
	Saskatchewan Government
	Saskatoon Leisure Services
Youth Care Worker Diploma	Alberta Bosco Homes
	Boys & Girls Club of Yorkton
	Elizabeth Frye Commun. Training Residence
	Saskatoon Board of Education
	Saskatoon Correctional Center

Palliser Campus - Employer Name (Female Respondents Only)

Accountancy	Bank of Montreal
	Bourgault Industries
	Carnduff Co-op
	Century 21
	City of Moose Jaw
	Consumers Cooperatives Refineries
	Credit Union Central
	Crown Life Insurance
	DJ's Oilfields
	Donovan K Tofin Chartered Accountants
	First Choice Consulting Ltd
	H and R Block
	Harold Rotstein
	Hartland Livestock
	IMC Kalium Ltd.
	Meyers, Norris, Penny Company
	Moose Jaw Ford Sales Ltd.
	Moose Jaw Times Herald
	Ochapowace First Nation
	Pro City Accounting
	Radville Liquor Franchise
	RJ Fast Management Consultants Inc.
	Saskatoon Motor Products
	SGI
	SISFC
	Skilnick, Partners, CA's
	Sun Can Industries
	Suzie Sheer
	Watson Tractor and Equipment
	Westcorp
	Zawislak & Zawislak Barristers and Solicitors
Administration	All-Wood Construction Ltd.
	ASTRAL Photo
	Bank of Montreal
	Boardwalk Equity
	Canada Trust
	Carnduff Elementary School
	Chamber of Commerce
	CIBC
	Crown Life Insurance
	Data Business Forms
	Farm Credit Corporation
	Galaxy Group
	Gar Williams Agencies Ltd.
	Kelly Temporary Services
	Metropole Security
	Oxbow School Division
	Park Plaza Medical Centre
	Pepsi Cola Co.
	Royal Bank of Canada
	Saskatchewan Wheat Pool
	Saskatoon Agencies
	SaskTel Mobility
	Streamflow
	STV
	Sunnyland Poultry Products Ltd.
	Technical Sales and Maintance
	Zellers
Architectural Engineering Technology	Canus Construction
	David W Edwards Architect Ltd.
	Perior Repro
	Supreme Office Products
Automotive Service Technology	Superstore
Carpentry	Dream Cabinets Ltd.
Civil Engineering Technology	City of Moose Jaw
	Lima Engineering Ltd.
CAD and Drafting Technology	Canadian Geomatic Solutions Ltd.
	TCG Design Group
Computer Information Systems	Credit Union Central
	Crown Life Insurance
	GDS and Assoc. Systems Ltd.
	Heartland Agro Services Ltd.
	Paradigm Consulting
	Quest Computer Consulting
	SaskTel
	Subway
Electrical Engineering Technology	Transcanada Pipelines
Electronics Service Technician	Department of Highways
Instrumentation Engineering Tech	PFRA
Marketing	Battlefords Boys and Girls Club
	Battlefords Credit Union Ltd.
	Bud's Automotive
	Canada Trust
	Co-op
	Credit Union
	Crown Life Insurance
	Evert Construction
	Future Shop
	Golden Mile Promotions
	Husky House
	Image Cable Systems
	Moose Jaw Kinette Figure Skating Club
	National Records
	Northern Rehab and Consulting Services
	Painted Hand Casino
	Sherwood Credit Union
	Temple Gardens Mineral Spa
	Trimline of Moose Jaw
	Water Ride Industries
	Yorkton Tribal Council
Office Automation/Administration	Canada Employment Centre
	Career Centre for Federal Employees
	Credit Union Central
	Credit Union Electronic Transaction Services
	Crown Life Insurance
	Farm Credit Corporation
	Human Resources Canada
	Life Savings Society of Regina
	Sask Education
	Tecl Inspection Service
	Transcanada Pipelines
	U Wanna What Intermedia
Office Education	A & W
	ACG
	DJ's RV Centre
	McDonald's Restaurant
	McDougall Ready
	Midwest Surveys
	Ric! Red Coat Restaurant and Tavern
	Schaan Healthcare Products
	Wiegers Financial & Insur. Planning Ltd.
Professional Cooking	Extendicare
	Mr. Burger
	Smitty's Family Restaurant
	Zellers
Surveying Engineering Technology	Crape Land Surveys
Water Resources Engineering Tech	City of Saskatoon

Wascana Campus - Employer Name (Female Respondents Only)

Advanced Clinical Nursing	Greenhead Health
	Nightingale Nursing Group
	Pipestone Health District
	Plains Health Centre
	Regina Health District
	Regina Health District
	South East Health District
	Southwest Health District
	Yorkton Hospital
Applied Photography	Acme Video
	Earth Visions
	PFRA
Auto Body Technician	Car Fax Auto Body
Beef Management	Triple Seven Chrysler
Building Systems Technician	Regina Public School Board
Dental Assisting	Alpine Dental Clinic
	Dental Clinic
	Downtown Dental Associates
	Dr. Austin
	Dr. Carley and Associates
	Dr. Fay Hitziou Dr. Dana Wojcik
	Dr. Junek
	Dr. Karasin, Thomas, & Gattinger
	Dr. Kost
	Dr. Larson
	Dr. Mckechnie
	Dr. Mick
	Dr. Puchala
	Dr. Scott Soutar
	Dr. Summers
	Esterhazy Dental Clinic
	John Criton
	Kipling Dental Clinic
	Klondyke Dental
	Lakewood Dental Clinic
	Normanview Dental Clinic
	Northern Health Services
	Northgate Dental Clinic
	Oral/Mazio,Southerland Dental Group
	P.W. Beck Corporation
	Petro Canada
	Preeceville Dental Clinic
	Sparton Holdings Limited
	Strathmore Dental Centre
	Tri Town Dental
	Westend Dental
	Western Pizza
Dental Hygiene	Dr. Blue
	Dr. Booher
	Dr. Drosh
	Dr. Finnvngley, Moore, Shoransky
	Dr. Jansen
	Dr. Jeffrey
	Dr. Klopoushak
	Dr. Kushnieruk
	Dr. Linda
	Dr. Pat Reed
	Dr. Thomson
	Dr. Wayne Fathye
	Gardner Park Dental office
	McEown Dental Clinic
	Souris Family Dental Practice
	Westend Dental
	Westend Dental
Diploma Nursing	Assiniboia Hospital
	Beau Talent
	Canadian Red Cross Society
	Capital Health Authority - U of A
	East Central Health District
	Home Care
	Hospital and Extended Care Facility
	Moose Jaw - Thundercreek Health District
	Moose Mountain Health
	Parkside Extended Care
	Pasqua Hospital
	Phoenix Residential Society
	Pine Acres Home
	Pine Grove Correctional Centre
	Pioneer Village Nursing Home
	Plains Health Centre
	Regina Health District
	Regina Pioneer Village
	Roblin Health Centre
	Roblin Personal Health
	Swift Current Regional Hospital
	Swift Current Union Hospital
	Thunder Creek Health Care District
	Total Care
	Touchwood Home Care
	Uranium City Hospital
	Wascana Home Care
	Wascana Rehabilitation Centre
	Whitewood and District Health Centre
Drafting Technician	Cotton Ginny
	Indian and Northern Affairs Canada
	Killaly Furniture
Early Childhood Development Cert.	24 Hour Child Care Co-op
	Cathedral Co-operative Daycare
	Creative Corners
	Home Maid Career Cleaners
	North Park Child Care Co-op
	Own Business
	Superstore
	YMCA
Early Childhood Development Diploma	24 Hour Child Care Co-op
	CIBC
	Ducky Daycare
	Glencairn Daycare
	Mackenzie Infant Centre
	Private Family
	Regency Childcare
	Self Employed
	Transcona Park Child Care Co-op
	Twenty Four Hour Childcare Co-op
Electronic Communications Technician	Casino Regina
Emergency Medical Technician	Blockbuster Video
	Borderline Ambulance
	Canada Messenger
	City of Yorkton
	Esso
	Hansen's Ambulance
	Home
	Humboldt & District Ambulance
	JT Ambulance
	MD Ambulance Care Ltd.
	Number 1 Answering Service
	Parkland Ambulance Care Ltd.
	SIAST
	Touchwood EMS
	Weyburn Ambulance
EMT - Paramedic	Regina Hlth Dist. Emergency Med. Services
Farm Business Management	Self Employed
Gerontological Nursing	Diamond Lodge
	Long Lake Valley Integrated Facility
	Parkland
	Regina Pioneer Village
	Saskatoon District Health
	Swift Current Health District
Graphic Arts Production	Print West Communications
	Sask Sport
	Supreme Office Products
	The Printing Department
	University of Regina
Health Record Technology - Year 1	Home Care
	Plains Health Centre
	Regina Health District
	Regina Sports Physiotherapy Clinic
Health Record Technology - Year 2	Big River Hospital
	Glenda Poirier
	Medical Specialists
	Plains Health Centre
	Swift Current Regional Hospital
Home-Based Nursing - LPN	Dauphin Regional Health Centre
	Lloydminster Health District
	Southwest Health District
Home-Based Nursing - RN and RPN	Canmore General Hospital
	Central Plains Health District East
	Cheshire Homes
	Department of Veterans Affairs
	East Central Health District
	New Hope Pioneer Lodge
	Parkland Lodge
	Regina Health District
	Southwest Health District
Machine Shop Practice	Hi-Tec Profiles
Occ. Ther. Assist./Phys. Ther. Assist.	Midwest Mental Health
	Parkridge Centre
	Regina Health District
	Saskatoon District Health
	Swift Current Health District
Office Education	ADIA The Employment People
	Aggies Shoes

AVIS Rent A Car	
Bank of Montreal	
Boes Ltd.	
Brewsters	
Cadillac Fairview Corporation	
Cameron Okolita	
Canada Messenger	
Casino Regina	
Central Data Services	
Chatta & Co	
Chiropractic Arts Clinic	
CIBC Intrra Corporation	
City of Regina	
Co-operators	
Country Crossroads	
Credit Union Electronic Transaction Services	
Crown Life Insurance	
Dairy Queen	
Deco Interiors	
Dermatology office	
Eagle Electric	
First Presbyterian Church	
Fortown Journal	
Hawkins and Macmullen	
Hi-Way Confectionery	
Human Resources Canada	
ISM	
Kelly Temporary Services	
L E Yingst Co Ltd.	
Last Draw	
Leader Post	
Lumas Disposal	
Maclowan Law Firm	
Manpower Temporary Services	
Medi-Clinic	
Merchant Law Group	
New Careers Corporation	
Nielsen Marketing	
Huber Hanna Thacher Mac Corquodale	
Page Credit Union	
PFRA	
Prairie Land Investment Services	
Pratts Wholesale	
Princess Auto	
Redhead Equipment Ltd.	
Regina Health District	
Regina Home Economic for Living Project	
Reimer and Co.	
Rosetown Central High School	
Rosetown School Division	
Royal Reporting Services	
Sask Finance	
Sask Health	
Sask Indian Federated College	
Sask Indian Federated College	
Sask Liquor and Gaming Authority	
Sask Sport Inc.	
Sask Wheat Pool	
Saskatchewan Government	
SaskTel	
Sears Canada	
Securities Commission	
SGI	
South East Health District	
Spectrum Audio	
Swiss Chalet	
Terramax	
University of Regina	
Valley View Centre	
Willow Creek Carriers Inc.	
Workers Compensation	
OR Nursing and Techniques - RN	Battlefords Health District
	Battleford's Union Hospital
	Pasqua Hospital
	Thunder Creek Health Care District
Practical Nursing	Estevan Regional Nursing Home
	Pioneer Lodge
	Pipestone Health District
	Plains Health Centre
	Regina Health District
	Valley View Centre
	Wascana Rehabilitation Centre
Psychiatric Nursing	Angus Campbell Centre
	Extendicare
	Extendicare
	Help Homes & Regina Public School Bd.
	Home Care
	Lumsden Heritage Home
	Manitoba Government
	MASCI
	Midwest Mental Health
	Phoenix Sports
	Pioneer Village Nursing Home
	Regina Public School Board
	Rock Lake Health District
	Saskatoon District Health
	Schmitts
	SIAST
	South Country District Health
	St. Boniface General Hospital
	Swift Current Health District
	Thunderchild Reserve
	Yorkton Mental Health Centre
Welding	Carson Welding and Maintenance

Woodland Campus - Employer Name (Female Respondents Only)

Accounting Clerk	Halushka Auto Wrecking
	PA Realty
	Prince Albert Credit Union
Audiovisual Technician I	AVET Electronics Ltd.
	CIPA - CKBI - BBS Television
Business Administration: Accountant	City of Prince Albert
	KPMG
	Nipawin Motor Inn
	SIAST
	Woodlands Students Union
Business Administration: Certificate	Dale Tingley Chrysler
	Discount Car and Truck Rentals
	Parkland Cooperative
	Peter Ballantyne Cree Nation
	Prince Albert Public School Division
	Tastad Enterprises
Business Administration: Manager	Coco's Country Crafts
	Debden Hotel
	Sask Indian Federated College
	The Whitefox Hotel
Business Computer Programmer	J Boone Envir. and Consulting Services
Ceramist	Bailey's Custom Clay Works
Chemical Dependency Worker Cert	Garden Market IGA
	Meadow Lake Tribal Council
	Metis Addiction Council of Saskatchewan Inc.
	Robert Simard Centre
Chemical Dependency Worker Diploma	Calder Centre
	Kiyenaw Alcohol & Drug Abuse Centre
	Prince Albert Group homes Society
	Sign Adolescent Group Home
Clerk Typist	Lac La Ronge Indian Band
	Peter Ballantyne Cree Nation
	Pineridge Ford
	PA Roman Catholic Separate School Divis
	Regina Health District
	Timber Bay School
	Zatlyn, Holash Law office
Computer Clerk	Athabaska Airways
	Chamber of Commerce
	Cumis
	Extra Foods
	Northern Lights School Division
	Northway Chevrolet Geo Oldsmoble Ltd.
	Prince Albert Medical Clinic
	Saskatchewan Government
	Saskatchewan Justice
	Saskatchewan Penitentiary
	Zatlyn Holash Law office
Corrections Worker	Corrections Services Canada
	Pine Grove Correctional Centre
	Saskatchewan Government
	Saskatchewan Penitentiary
	Saskatoon Correctional Center
	St. Louis Rehab Centre
	Third and Main Restaurant
Cosmetologist	DJ's Coiffures
	DP's Beauty Salon
	Esquire II Stylist Ltd.
	Headquarters Hair Design
	JMS Styling
	New You Hair Care
	Regess Hair Stylist
	Secendre Stylists
	Sixth Avenue Hair and Beyond
	The Hair Hut
	True Care Hair Salon
	Weyburn High School
Early Childhood Development Cert	Andersons School of Dance
	Choices Choices Restaurant
	Kiddy's Corner
	PA Roman Catholic Separate School Divis
	Sisters of Presentation of Mary
Early Childhood Development Diploma	Laponniere Daycare
	Small World Day Care Co-operative
	South Hill Childcare
Electrician	Humboldt Electric
Electronics Service Technician	IKON Office Solutions
Integrated Resource Management	Royal Bank of Canada
	Tim Hortons
Legal Stenographer	Cherkewich Yost Heffernan
	Federal Government
Professional Cook	Amigo's
	Barrich Farms
	Chilean Ribs
	G & M Concession
	Peppers On Main
	Smitty's Family Restaurant
	Victoria Hospital
Weaver	Salvation Army
	Self Employed
	University of Saskatchewan